

CHAPTER 8

Nepotism/Outside Employment

A. Employment of a Relative

Employment of immediate family, including step-family, will apply at all times to all positions within the City of Avondale. Immediate family members will not be employed in positions where one is in the supervisory chain of the other. Employees who become relatives after appointment will not continue to be employed in violation of this policy. One of the two employees must be appointed to an appropriate vacancy in accordance with these policies or resign. If the two family members cannot determine which one will resign the Department Director shall make the decision based on seniority within that department.

B. Outside Employment

Employees of the City of Avondale may take part-time jobs if there is no conflict with normal working hours, the employees' efficiency in their work is not affected, or there is no conflict with the interest of the City.

The following activities, not all-inclusive, are considered to be in conflict or incompatible with City employment:

1. Any outside employment or activity that conflicts with the employee's City position while on active FMLA or Workers Compensation status.
2. Any employment, activity, or enterprise which involves the use, for private gain, or use of the City's time, facilities, equipment, or supplies, or the prestige or influence of the City office or equipment;
3. Any activity which involves receipt or acceptance by an employee of any money or other consideration from anyone other than the City for performance of an act which the employee should be required or be expected to render in the regular course of his/her city employment or his/her duty as an employee;
4. Any activity which involves a performance of an act other than in the capacity of a City employee which may later be subject to the control, inspection, review, or enforcement by the employee or the department by which he/she is employed; and
5. Any activity which involves so much of the employee's time that it impairs his/her attendance or efficiency in the performance of his/her duty.
6. The City Manager will make a final determination as to whether a specific activity is prohibited.