

Resolution No. 14-29

**A RESOLUTION ADOPTING PERSONNEL RULES FOR THE CITY OF SCAPPOOSE
REGARDING EMPLOYMENT OF RELATIVES**

WHEREAS, the Scappoose Municipal Code authorizes the City Council to adopt personnel rules by resolution; and

WHEREAS, the City of Scappoose Personnel Policy Manual states in Section 114 that relatives of a current employee may not occupy a position that will be working directly for or supervising his or her relative; and

WHEREAS, the City Manager normally supervises the Water Treatment Plant Supervisor, who works directly for the City Manager; and

WHEREAS, Michael Sykes, the newly appointed City Manager is the brother of Darryl Sykes, the current Water Treatment Plant Supervisor; and

WHEREAS, the City Council wishes to adopt this personnel rule in order to comply with the City's Personnel Policy Manual and to avoid any actual, potential, or perceived conflicts of interest.

NOW, THEREFORE BE IT RESOLVED,


Section 1: The City Engineer, or in the absence of a City Engineer, the City Building Official, shall supervise the Water Treatment Plant Supervisor so long as the Water Treatment Plant Supervisor is a relative of the City Manager.

Section 2: For purposes of this resolution, supervision shall mean conducting performance evaluations for the Water Treatment Plant Supervisor and making salary recommendations for pay increases.

Section 3: Salary recommendations within the established pay range shall be made to the Mayor, who shall have sole authority to grant the increase. Salary recommendations which are higher than the established pay range shall be made to the City Council, which shall have sole authority to grant the increase.

PASSED AND ADOPTED by the City Council this 15th day of December, 2014 and signed by the Mayor and City Recorder in authentication of its passage.

CITY OF SCAPPOOSE, OREGON


Scott Burge, Mayor

Attest: 

Susan M Reeves, MMC, City Recorder