

## **INTRODUCTION**

It is the policy of the City of Taft to provide equal employment opportunity for all qualified persons and to prohibit discrimination in employment because of race, color, religion, sex, age, national origin, marital status or disability.

To assure efficiency in implementing City policy, however, it is necessary to place certain restrictions on employing relatives of elected and appointed officers of the City of Taft and on relatives of municipal employees.

For purpose of this policy, a relative shall be defined as any individual related to an elected or appointed officer of the City of Taft or to municipal employees in the first degree of consanguinity by blood or marriage.

## **EMPLOYMENT RESTRICTIONS**

1. Relatives of municipal employees shall not be employed in the same department of the City of Taft nor shall any employee be placed in a position which exercises supervisory authority over any individual related in the first degree of consanguinity.
2. Notwithstanding the above provisions, an employment decision shall not be based on whether an individual has a SPOUSE presently employed by the City of Taft except in accordance with the following criteria:
  - a. For business reasons of supervisions, safety, security or morale, the City of Taft may refuse to place one spouse under the direct supervision of the other spouse.
  - b. For business reasons of supervision, safety, security or morale, the City of Taft may refuse to place both spouses in the same department if the work involves potential conflicts of interest or other hazards greater for married couples than for other persons.
3. If co-employees marry, the City of Taft shall make reasonable efforts to assign job duties so as to minimize problems of supervision, safety, security or morale.
4. This policy shall become effective on the date of adoption by the City Council of the City of Taft and shall not be applied retroactively.