

ORDINANCE NO.

BILL NO. 61 - 2024

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JUNE 26, 2024

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AN ORDINANCE

Amending the Ethics Code Section § 36-5 Nepotism, by prohibiting the hiring of an elected official's spouse or domestic partner, child or stepchild, sibling or stepsibling, parent, or member of his or her household, of an elected official during the office holder's term and requiring a specific time frame for the Human Resources to carry out the responsibilities of reporting such relationships already prescribed in the code.

**BE IT ORDAINED BY THE COUNCIL OF THE CITY OF ALLENTOWN:**

**SECTION ONE.** Amending Section § 36-5 Nepotism, to read as follows:

Current Version:

**§ 36-5 Nepotism.**

No official or employee may appoint or hire, or participate in influencing the appointment or hiring of, his or her spouse or domestic partner, child or stepchild, sibling or stepsibling, parent, or member of his or her household for any type of employment, including by contract (unless competitively bid), with the City. No official or employee may supervise or be in a direct line of supervision over his or her spouse or domestic partner, child or stepchild, sibling or stepsibling, parent, or member of his or her household. If an official or employee comes into a direct line of supervision over one of these persons, he or she will have six months to come into compliance or to obtain a waiver by the Mayor or the Mayor's designee and such waiver shall be forwarded to City Council and the City Clerk and be available to the public. The Department of Human Resources shall provide to Council and the City Clerk, which shall be posted at a public meeting, a list of relationships under the employ of the City, inclusive of spouse or domestic partner, child or stepchild, sibling or stepsibling, parent, or member of his or her household and be on file in the City Clerk's office.

Amended Version: § 36-5 Nepotism.

No official or employee may appoint or hire, or participate in influencing the appointment or hiring of, his or her spouse or domestic partner, child or stepchild, sibling or stepsibling, parent, or member of his or her household for any type of employment, including by contract (unless competitively bid), with the City. No official or employee may supervise or be in a direct line of supervision over his or her spouse or domestic partner, child or stepchild, sibling or stepsibling, parent, or member of his or her household. If an official or employee comes into a direct line of supervision over one of these persons, he or she will have six months to come into compliance or to obtain a waiver by the Mayor or the Mayor's designee and such waiver shall be forwarded to City Council and the City Clerk and be available to the public. The spouse or domestic partner, child or stepchild, sibling or stepsibling, parent, or member of his or her household of an elected official shall be

prohibited being hired full time or as a contract employee during the office holder's term. This prohibition does not apply to seasonal employees. The Department of Human Resources shall provide to Council and the City Clerk, by December 1 of every year, which shall be posted at a public meeting, a list of relationships under the employ of the City, inclusive of spouse or domestic partner, child or stepchild, sibling or stepsibling, parent, or member of his or her household and be on file in the City Clerk's office.

**SECTION TWO.** That this Ordinance shall not impact the status of any current employee at the time of the effective date of this ordinance.

**SECTION THREE:** That this Ordinance will take effect ten (10) days after final passage.

**SECTION FOUR:** That all Ordinances inconsistent with the above provisions are repealed to the extent of their inconsistency.