

ORDINANCE NO. 7964

AN ORDINANCE OF THE CITY OF ST. PETERS, MISSOURI, AMENDING SECTION 125.020(A)(3) OF THE CITY CODE PERTAINING TO PROHIBITING EMPLOYMENT BASED ON NEPOTISM

WHEREAS, the Board of Aldermen finds and determines that it in the interest of the City to avoid potential conflicts of interest between work-related and family-related obligations; reduce favoritism or even the appearance of favoritism; prevent family conflicts from affecting the workplace; decrease the likelihood of sexual harassment in the workplace; and prevent the deterioration of morale amongst employees of the City; and

WHEREAS, the Board of Aldermen further finds and determines that prohibiting nepotism in the hiring practices of the City is rationally related to the above stated interests of the City;

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF ST. PETERS, MISSOURI, AS FOLLOWS:

SECTION NO. 1. That Section 125.020(A)(3) of the St. Peters City Code be and is hereby amended by adding thereto the following language shown in bold and deleting therefrom the following stricken text:

125.020 POLICIES

...

- 3. *Nepotism.* Relatives of the Mayor, members of the Board of Aldermen, the City Administrator, Group Managers or any City employee are ineligible for employment with the City of St. Peters. Notwithstanding the foregoing, **exempt from this subsection are: i) persons employed by the City of St. Peters prior to the election or appointment of a relative as Mayor or Alderman; ii) persons employed by the City of St. Peters prior to the appointment or employment of a relative as City Administrator or Group Manager; and iii) employees that are ineligible for vacation, including but not limited to, Service Representatives, Municipal Youth, Interns, Board and Commission members, temporary, seasonal and contract workers, provided they are not related to the Mayor, any member of the Board of Aldermen, the City Administrator, or any Group Manager. No employee may hire or directly supervise a relative.**


SECTION NO. 2. Effective Date. This Ordinance shall be in full force and take effect from and after the date of its final passage and approval.

SECTION NO. 3. Savings. Except as expressly set forth herein, nothing contained in this Ordinance shall in any manner be deemed or construed to alter, modify, supersede, supplant or otherwise nullify any other Ordinance of the City or the requirements thereof whether or not relating to or in manner connected with the subject matter hereof.


SECTION NO. 4. Severability. If any term, condition, or provision of this Ordinance shall, to any extent, be held to be invalid or unenforceable, the remainder hereof shall be valid in all other respects and continue to be effective and each and every remaining provision hereof shall be valid and shall be enforced to the fullest extent permitted by law, it being the intent of the Board of Aldermen that it would have enacted this Ordinance without the invalid or unenforceable provisions. In the event of a subsequent change in applicable law so that the provision which had been held invalid is no longer invalid, said provision shall thereupon return to full force and effect without further action by the City and shall thereafter be binding.

Read two times, passed, and approved this 9th day of May 2024.





Len Pagano, As Presiding Officer and as Mayor

Attest: 

Lisa L. Schroeder, City Clerk