CITY OF CORDOVA, ALASKA
SUBSTITUTE RESOLUTION 05-12-25

A RESOLUTION PLACING A BALLOT PROPOSITION BEFORE THE VOTERS AT THE
REGULAR ELECTION ON MARCH 5, 2013 AMENDING ARTICLE IV, SECTION 4-3 TO MORE
NARROWLY DEFINE THE RESTRICTION ON EMPLOYMENT OF COUNCIL MEMBER, CITY
MANAGER, AND MAYOR FAMILY MEMBERS BY ONLY PROHIBITING THE
AFOREMENTIONED FAMILY MEMBERS FROM ATTAINING FULL-TIME OFFICES OR
POSITIONS OF PROFIT IN THE CITY GOVERNMENT

WHEREAS, The City Council recognizes that the City of Cordova ("City") is one of the largest
employers in the City, especially of seasonal and/or temporary employees; and

WHEREAS, the City Council recognizes that a restriction upon the hiring of certain family members of
City Council members, the Mayor, and the City Manager to seasonal and/or temporary jobs discourages
members of the community from applying for such positions and leads to untimely resignations of duly elected
City officials; and

WHEREAS, this restriction on Council member, Mayor and City Manager family member applicants
limits the pool of qualified candidates for seasonal and/or temporary City positions; and

WHEREAS, Cordova Municipal Code Title 4, Chapter 4.60 defines full-time employee as an
employee who has been retained in a full-time or permanent part-time position after the completion of a
probationary period; and

WHEREAS, the City Council deems it in the best interest of the City of Cordova to amend Charter
Section 4-3 to restrict employment of Council Member, Mayor, and City Manager family members only from
full-time employment in City government for the above stated reasons.

NOW, THEREFORE BE IT RESOLVED that the voters of the City be presented with a charter
amendment at the Regular Election of March 5, 2013 to amend Article IV, Section 4-3 as set out below [added
language in bold]:

Charter Section 4-3. Nepotism, hold more than one office or position.
Neither the city manager, the council nor any other authority of the city government, may appoint or
elect any person related to the mayor, to any councilman, to the city manager, or to himself, or, in the
case of a plural authority, to one of its members, by affinity or consanguinity within the third degree, to
any full-time office or position of profit in the city government; but this shall not prohibit an officer or
employee from continuing in the service of the city.

Except as may be otherwise provided by this charter or by ordinance, a person may hold more than one
office or position in the city government. The city manager may hold more than one such office or
position through appointment by himself, by the council or by other city authority having power to fill
the particular office or position, subject to any regulation which the council may make by ordinance.
The city manager may not receive compensation for service in such other offices and positions. The
council may, by ordinance, provide that the city manager shall hold ex-officio any designated
administrative office or offices subordinate to the city manager as well as other designated compatible
city offices, notwithstanding any other provision of this charter.

PASSED AND APPROVED THIS 5th DAY OF JUNE, 2012.

[Signature]
James Kallander, Mayor

[Signature]
Susan Bourgeois, City Clerk