

ORDINANCE NO. 3885

AN ORDINANCE AMENDING CHAPTER 2, ADMINISTRATION, ARTICLE IX, EMPLOYEE RULES AND REGULATIONS, SEC. 2-146(3), EMPLOYMENT REQUIREMENTS, OF THE BROKEN ARROW CODE OF ORDINANCES; PROVIDING FOR ENFORCEMENT; AND DECLARING AN EMERGENCY

Section 1. That Chapter 2, Administration, Article IV, Employee Rules and Regulations, Section 2-146 of the Broken Arrow Code of Ordinances is hereby amended to read as follows:

Sec. 2-146. Employment Requirements.

Any person shall be considered for employment with the City of Broken Arrow in accordance with the following:

1. The person meets or exceeds the established job qualifications for the position.
2. The person has successfully completed all required medical, psychological, written, and physical agility tests, as applicable.
3. The person has not pled guilty to, or been convicted of, any felony. Additionally, the person has not pled guilty to, nor been convicted of, any misdemeanor in the past five (5) years which suggests unfitness for City employment. Unfitness is defined as conduct that directly undermines the individual's ability to perform the essential duties of the position or poses a reasonable risk to the city's operations. Examples include, but are not limited to, offenses involving dishonesty, violence, harassment, or substance abuse. Misdemeanors older than five years may be reviewed by the Human Resources Director for relevance and rehabilitation.
4. The person does not have a record of prior unsatisfactory service that demonstrates unsuitability for employment.
5. Immediate family members by blood or marriage may be subject to special restrictions, including but not limited to restrictions on supervision, evaluations, promotions, discipline, and access to confidential materials.
6. Candidates are exempt from nepotism prohibitions except when the relationship is with the City Manager, elected officials, or finance department supervisors. In such cases, employment is prohibited or restricted as specified.
7. Family members of the City Council, City Manager, or finance department supervisors are ineligible for employment.

SECTION 2. Emergency Clause. An emergency exists for the preservation of the public health, peace and safety and therefore this ordinance shall become effective from and after the time of its passage and approval.

SECTION 3. Codification. The City Clerk is directed to codify this ordinance in the Broken Arrow Municipal Code under Chapter 2, Article IX, Section 2-146(3).

SECTION 4. Repealed. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed to the extent of such conflict.

PASSED AND APPROVED and the emergency clause ruled upon separately this ____ day of _____, 2025.

MAYOR

ATTEST:

(SEAL) CITY CLERK

APPROVED:

CITY ATTORNEY