

# **NOTICE OF MOTION**

## **Employment of Immediate Family Members of Council Members**

Date: January 27, 2026

WHEREAS public trust in City Hall depends on transparency, fairness, and clear rules that apply equally to everyone;

AND WHEREAS the employment of immediate family members of elected officials can create concerns about influence or special treatment, even when none is intended;

AND WHEREAS many other British Columbia municipalities already have policies in place to address nepotism and the appearance of conflicts of interest;

AND WHEREAS the community has raised concerns about governance and transparency, and Council has an opportunity to set clear expectations before the upcoming election and the 2026 Council term;

THEREFORE BE IT RESOLVED THAT Council direct staff to prepare a report for Council on implementing a clear policy that prohibits the hiring or employment of immediate family members of Council members while that Council member is in office.

AND FURTHER THAT the report be returned within 60 days of adoption of this motion and confirm the policy applies going forward only and does not affect existing employees.

Notice given by:

Reid Hamer-Jackson, Mayor of the City of Kamloops

## **APPENDIX A**

### **British Columbia Municipalities with Policies Addressing Employment of Relatives / Nepotism**

- City of Vancouver
- City of Richmond
- District of Sechelt
- Central Coast Regional District
- City of Port Alberni
- District of Logan Lake

These municipalities have adopted formal policies intended to prevent real or perceived conflicts of interest arising from the employment of relatives, and to support transparency, fairness, and public confidence in municipal governance.