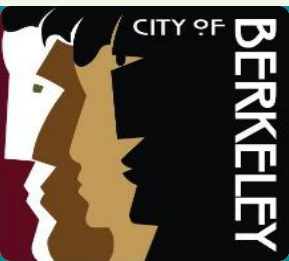


Workplace Relationship Policies: Recommendation 3

Agenda and Rules Committee

October 13, 2026



BERKELEY CITY AUDITOR

Why we reviewed workplace relationship policies

- A whistleblower report raised concerns about a workplace relationship and potential favoritism.
- Existing City policy did not prohibit the reported conduct, so we evaluated the policy framework instead.
- We identified gaps in disclosure, recusal, and management of potential conflicts involving personal relationships.

Why consider provisions in the Municipal Code?

Administrative regulations

Can address City employees under the City Manager's authority, but do not govern all City officials and bodies.

Municipal Code provisions

Independent offices, elected officials, the Rent Stabilization Board, Library Trustees, and other appointed bodies exercise authority outside that structure.

Some make appointments or personnel decisions.

Recommendation 3: Committee consideration

Consider whether and how to pursue citywide nepotism and cronyism provisions in the Berkeley Municipal Code.

Recommendations 1 and 2 address administrative policies and training. Recommendation 3 concerns the broader citywide framework.