



Human Relations Commission

February 4, 2025 4:00 PM,

Microsoft Teams Meeting

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WELCOME

Call to Order.

1. APPROVAL OF MEETING MINUTES FROM NOVEMBER 26, 2024

DISCUSSION

1. Award Budget Update
2. MLK Celebration Review
3. Bylaws Review
4. Review of City Council Resolution 7082 regarding membership on Boards & Commissions.
5. ICON Award

ADJOURNMENT

INDEPENDENCE HUMAN RELATIONS COMMISSION

MEETING MINUTES

NOVEMBER 26, 2024

Acting Chair Helen Hurley called the meeting to order at 4:04 p.m. via Microsoft Teams. Members present were Acting Chair Helen Hurley, Mara Bradford, Virginia Hudson, Mindy Meadows, Charlene Taylor and Nina Woodson-Falls. Lupe Moe was absent. Also present were John Mayfield (staff liaison), At-Large Councilmember Bridget McCandless (Councilmember Liaison) and Deputy Police Chief Michelle Sumstad (police liaison).

Mara Bradford made a motion to accept the October 22, 2024, meeting minutes as presented. Mindy Meadows seconded the motion. Motion approved 6-0.

Acting Chair Helen Hurley shared with the Commission that it was the time of year to begin the process of selecting the annual Martin Luther King Jr. award. Chair opened the floor for discussion. Mara Bradford nominated Lynne Baker. Chair mentioned Anthony Mondaine and Thad McCullough. as possible award recipients. Councilmember McCandless mentioned Chris Rosson as a potential recipient.

Chair asked the Commission to have their final nominations to John Mayfield by December 13, 2024. A deadline for voting on the award recipient via email will be December 20, 2024. John Mayfield shared that it is his understanding that is how the award process has previously been handled by the Commission.

Chair opened the floor for discussion for the MLK Celebration. Chair Hurley shared that Thad McCollough (previous Chair) has previously reached out to Englewood Arts about making the 2025 MLK Award. A deadline of December 20, 2024, should provide enough time to contact the award recipient and have the award work completed. John Mayfield has reached out to Nancy Harris with the Concerned Citizens group that conducts the MLK celebration to offer assistance as needed.

Chair opened the floor for discussion of the 2024 Municipal Equality Index from the Human Rights Campaign in Washington D.C. John Mayfield shared that the City of Independence made significant progress from 2023 to 2024. In 2023 the City of Independence had a score of 17. In 2024 the Human Rights Campaign gave the City of Independence a score of 62. John Mayfield pointed out the work that the Human Relations Commission and staff put in to achieve this outcome.

Chair opened the floor for discussion regarding bylaws changes regarding meetings under Article VI. Staff recommended meetings occur bimonthly with the option of having special called meetings as currently allowed in the bylaws. Members discussed the timing of the calendar. John Mayfield will check with the City Attorney to determine if Microsoft Teams meetings will be continued to be allowed in accordance with state statues and policies of the City of Independence. Chair announced she is calling for a Special Meeting on Tuesday, January 7, 2025, to vote on potential bylaws revisions.

Mara Bradford mentioned that Steve Norton with the Metropolitan Community Colleges is working with the Independence Chamber of Commerce regarding Diversity, Equity, and

Inclusion Training (DEI). Councilmember McCandless mentioned that there is a need for more bilingual opportunities within the City of Independence, including Municipal Court and Code Enforcement.

Councilmember McCandless also mentioned that staff could reach out to the Independence and Fort Osage School Superintendents to determine if an intern or high school representative could participate in some way with the Human Relations Commission. Staff will look into this issue.

Nina-Woodson Falls made a motion to adjourn. Mindy Meadows seconded. The meeting was adjourned at 5:01 p.m.

###



BYLAWS OF THE INDEPENDENCE HUMAN RELATIONS COMMISSION

ARTICLE I - NAME

The name of the Commission shall be: The Independence Commission on Human Relations.

ARTICLE II – DEFINITION OF TERMS

Listed below are key legislative actions that passed by congress relating to discriminatory practices based on race, color, religion, sex, creed, ancestry, national origin, gender identity, disability, genetic information, or age.

- Title VII of the Civil Rights Act of 1964 (Title VII), which prohibits employment discrimination based on race, color, religion, sex, or national origin.
- the Equal Pay Act of 1963 (EPA), which protects men and women who perform substantially equal work in the same establishment from sex-based wage discrimination.
- the Age Discrimination in Employment Act of 1967 (ADEA), which protects individuals who are 40 years of age or older.
- Title I and Title V of the Americans with Disabilities Act of 1990, as amended (ADA), which prohibit employment discrimination against qualified individuals with disabilities in the private sector, and in state and local governments.
- Sections 501 and 505 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified individuals with disabilities who work in the federal government.
- Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA), which prohibits employment discrimination based on genetic information about an applicant, employee, or former employee; and
- the Civil Rights Act of 1991, which, among other things, provides monetary damages in cases of intentional employment discrimination.
- harassment on the basis of race, color, religion, sex, national origin, disability, genetic information, or age.
- retaliation against an individual for filing a charge of discrimination, participating in an investigation, or opposing discriminatory practices.

Hereafter, The Independence Commission on Human Relations will refer to the criteria listed above when discussing bigotry, prejudice, discrimination, intolerance, and other related terms of exclusion based on race, color, religion, sex, creed, ancestry, national origin, sexual orientation, gender identity, disability, genetic information, or age.

ARTICLE III - POWERS AND DUTIES

1. The Commission shall act as an advisory body to the City Council and the City Manager on matters pertaining to human relations between the citizens of Independence and shall, where advisable, cooperate with Federal, State, and Municipal agencies and nongovernmental organizations for the purpose of effectuating its general aims.

2. The powers and duties of the Commission shall be:

a. To foster, through community effort or otherwise, a good will, cooperation, conciliation, and sympathetic understanding among all groups elements, and individuals.

b. To formulate and carry out educational programs that will aid in eliminating and preventing prejudice, discrimination, intolerance and bigotry which is based on race, color, religion, sex, creed, ancestry, national origin, gender identity, disability, sexual orientation, genetic information, or age.

c. To receive, hear, and investigate complaints and to initiate its own investigations, and report to the Council on all racial, religious, and ethnic group tensions, prejudice, intolerance, bigotry and discrimination, and any breach of the peace or disorder occasioned thereby.

d. To receive, hear, and investigate complaints and initiate its own investigations and report to the Council on practices of discrimination against any person based on race, color, religion, sex, creed, ancestry, national origin, gender identity, disability, sexual orientation, genetic information, or age, in the areas of employment, recreation, education, housing and other phases of public welfare and interest.

e. Inform and warn the public of false and sinister propaganda subversive to the public interest in the area of human rights.

f. To initiate and conduct voluntary surveys, assemble pertinent data, hold hearings, and issue such publications and reports of investigations as, in its judgment, will tend to minimize, prevent or eliminate prejudice, intolerance, with bigotry and discrimination based on race, color, religion, sex, creed, ancestry, national origin, gender identity, disability, sexual orientation, genetic information, or age.

g. To recommend to the Council legislation to aid in carrying out the purposes of the I Independence Commission on Human Relations.

h. To make recommendations to the Mayor and Council regarding methods of eliminating any unfair or unjust discrimination, prejudice, intolerance or bigotry against any person or group based on race, color, religion, sex, creed, ancestry, national origin, gender identity, disability, sexual orientation, genetic information, or age which are deemed detrimental to the best interests of the community.

i. To hold public hearings and request the attendance of witnesses when the Independence Commission on Human Relations deems it necessary or advisable to accomplish its purposes.

j. To create such advisory committees and subcommittees, as, in its judgment, will aid in effectuating its purposes.

k. To hold and conduct meetings, public and private, calculated to enlist the cooperation of all groups in the community to cooperate in eliminating and preventing group tensions, prejudices, intolerance, bigotry and discrimination based on race, color, religion, sex, creed, ancestry, national origin, gender identity, disability, sexual orientation, genetic information, or age.

l. To request of the City Manager suitable and qualified staff personnel assistance should the Independence Commission on Human Relations ever have need for such services.

m. To make a report of its activities, together with the recommendations from time to time, to the Mayor and the Council and to make a full report of all activities and progress annually, which report may be published, with the approval of the Council.

n. To adopt rules for the transaction of business and keep a record of its activities and minutes of all meetings.

o. To further the policies of the Fair Housing Act for the City of Independence, Missouri, and to prevent or eliminate discriminatory housing practices based on race, color, religion, sex, creed, ancestry, national origin, gender identity, disability, sexual orientation, genetic information, or age.

p. To cooperate with and render technical assistance to federal, state, local, and other public or private agencies, organizations, and institutions which are formulating or carrying on programs to prevent or eliminate discriminatory housing practices based on race, color, religion, sex, creed, ancestry, national origin, gender identity, disability, sexual orientation, genetic information, or age.

3. The City Manager shall be the contracting officer for the Commission.

ARTICLE IV - APPONTMENT OF MEMBERS

1. The Commission shall consist of nine members.

2. The members of the Commission shall be appointed by the City Council.

3. The terms of office of such appointed members shall be three years; however, all members shall continue in office until their successors shall have been appointed.

4. Any member is removable for cause by the Council, upon written charge and after public hearing.

5. Members of the Commission shall receive no compensation.

6. Vacancy on the Commission shall be filled through appointment by the Council for the period of the unexpired term.

ARTICLE V – OFFICERS

1. **The chair shall be chosen by the members of the Human Relations Commission from the membership.** He/she shall serve as chair until his/her term as a member has expired.

2. The other officers of the Commission shall be vice-chairman and secretary. These officers shall perform the duties prescribed by the bylaws and by Robert's Rules of Order Newly Revised (1996 updated version). The term of office shall be for one year or until their successors are elected and have assumed office.
3. At the first **regular** meeting of any calendar year, officers shall be elected from the floor.

4. Duties of Officers

- a. The chairman shall preside at all meetings, shall be ex-officio member of all committees, appoint committees, special committees, and call special meetings. At each regular meeting and at each special meeting, the chairman shall submit recommendations and such information as he/her may consider proper and necessary concerning the business, affairs, and policies of the Commission.
- b. Vice-chairman shall assist the chairman, perform all duties of the chairman during the absence or inability of the chairman. In the event of a vacancy in the office of chairman, the vice-chairman shall automatically succeed to that office.
- c. Secretary shall be responsible for maintaining a record of the proceedings of the Commission, shall have a copy of the bylaws and special rules of the Commission available at all times, and shall perform such other duties as usually pertain to the office or as shall be assigned to that officer.
- d. Vacancy occurring in an elective office shall be filled as soon as possible at a regular meeting of the Commission.

ARTICLE VI – MEETNGS

1. **Regular meetings of the Commission shall be held on the second (2nd) Tuesday of January, March, May, July, September and November unless the Chair or three members of the Commission call for a regular meeting to be held on a different date due to a holiday, or other unforeseen circumstances or emergencies. Meetings may be conducted virtually. At least two meetings per calendar year shall be held in person.**
2. **Five members shall constitute the number present for a quorum. The Commission shall not conduct business in the absence of a quorum.**
3. Special meetings may be called by the chair or may be called by three members of the Commission.
4. **All meeting and notice requirements shall comply with the Missouri Open Records Act in Chapter 610 of the Missouri Revised Statutes.**
5. Three consecutive absences by a specific member shall result in the declaration of a vacancy of the Commission whereupon the Council shall be informed of the vacancy.

ARTICLE VII – AGENDA

1. The chairman shall prepare for each regular meeting of the Commission an agenda of the items to be considered in accordance with these rules of procedure. No item shall be placed on the agenda later than seven days preceding the regular meeting of the Commission.
2. Any member of the Commission may inform the chairman to add any matter to the agenda for discussion or action.
3. Each member shall receive a copy of the agenda at least three days before any regular meeting.

ARTICLE VIII - PARLIAMENTARY AUTHORITY

Robert's Rules of Order Newly Revised (1996 updated version) shall govern the Commission in all instances not covered by these bylaws.

ARTICLE IX – AMENDMENTS

These bylaws may be amended by a two-thirds vote at a regular meeting of the Commission provided that written notice has been given at the preceding regular meeting or has been sent to each member at least five days prior to the meeting at which it is to be voted.

ARTICLE X - CONDUCT

The Human Relation Commission will follow The American Society for Public Administration (ASPA) code of ethics in the advancement of the science, art, and practice of public administration. The ASPA affirms its responsibility to develop the spirit of responsible professionalism within its membership and to increase awareness and commitment to ethical principles and standards among all those who work in public service in all sectors. To this end, members of ASPA are committed, as is The Human Relation Commission, to uphold the following principles:

1. Advance the Public Interest. Promote the interests of the public and put service to the public above service to oneself.
2. Uphold the Constitution and the Law. Respect and support government constitutions and laws, while seeking to improve laws and policies to promote the public good.
3. Promote democratic participation. Inform the public and encourage active engagement in governance. Be open, transparent and responsive, and respect and assist all persons in their dealings with public organizations.

BILL NO. 25.701
RESOLUTION NO. 7082

A RESOLUTION ESTABLISHING STANDARDS FOR THE RECRUITMENT AND SELECTION OF BOARD MEMBERS, ESTABLISHING STANDARDS FOR COMMUNICATION, AND ESTABLISHING EXPECTATIONS, DUTIES, AND NORMS OF BEHAVIOR FOR ALL APPOINTED CITY BOARDS, COMMISSIONS, AND COMMITTEES.

WHEREAS, Section 2.10(10) of the Independence City Charter permits the City Council to create boards, commissions, or committees as determined necessary; and

WHEREAS, on February 20th, 2023 the Independence City Council formally adopted the 2023-24 Independence Action Plan (“Action Plan”) via Resolution No. 6902; and,

WHEREAS, Section 1.2 of the Action Plan encourages the City of Independence to “[b]roaden and deepen engagement of the community in city government, innovating methods for inviting input from the community and stakeholders” to more effectively advise the City and engage the public”; and,

WHEREAS, Strategic Plan Section 6 High Performance Organization states, “[w]e operate as an ethical high-performance organization, anticipating future needs, utilizing best practices, and striving for continuous improvement.”; and,

WHEREAS, on June 20th, 2023, the Independence City Council formally adopted Resolution No. 6936, directing the City Manager to establish standards for the recruitment and appointment of board members, establish standards for how board members will communicate with the Commission and individual members of the City Council and City staff to increase efficiency and efficacy of advisory board input; and,

WHEREAS, on January 2nd, 2024 the City Council adopted Resolution 6975, establishing standards for the recruitment and selection of board members, establishing standards for communication, and establishing expectations, duties, and norms of behavior for all appointed City boards, commissions, and committees; and,

WHEREAS, on January 2nd, 2024, the City Council also adopted Resolution 6976, directing the City Manager to develop recommendations regarding board and commission consolidation into four key pillars: Community Health & Safety, Administrative & Fiscal Oversight, Community Development, and Cultural Services; and,

WHEREAS, the City Manager was further directed to make recommendations to the City Council regarding Board and Commission consolidation by October 8th, 2024; and,

WHEREAS, after further consultation with board and commission chairs, it was determined that consolidation was not advisable at this time; and,

WHEREAS, in light of the decision to suspend consolidation efforts, certain standards for the recruitment and appointment of board members is no longer practical; and,

WHEREAS, the City Council also deems it necessary to address and establish guidelines regarding conflicts of interest for board and commission members;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF INDEPENDENCE, MISSOURI AS FOLLOWS:

SECTION 1. That the following rules, process, and procedures are hereby established by the Independence City Council for all Boards, Commissions, and Committees as well as all members of said Boards, Commissions and Committees:

SECTION 1: MEMBERSHIP, RECRUITMENT, & APPOINTMENT

- 1) **Membership:** Membership is established in the resolutions, ordinances, or statutes establishing each Board's structure, including any mandatory member qualification. Additional membership requirements include:
 - a) ~~Board Members may only serve in one City appointed position at a time;~~
 - b) The balance of an unexpired term served by an appointee shall be considered a "term" if such unexpired term exceeds 50% of the full term;
 - c) ~~Upon completion of a gap in service equal to a position's full term, a former member may be eligible for re-appointment; and~~
 - d) Appointments should be made during a regular meeting in January, by the City Council Liaison as quickly as possible to fill any vacancies.
- 2) **Recruitment:** Councilmembers, Board Members, and the City Manager are encouraged to actively recruit qualified members to apply. During the recruitment process, the City will focus on diversity, equity, and inclusion, and will actively work to achieve membership that reflects, at the least, the demographics of our community – as outlined in, but not limited to available census data – across all board membership. Formal recruitment will occur by three methods:
 - a) Vacancies will be posted ~~in the lobby of City Hall and~~ on the City's website;
 - b) Biannual active solicitation period; and
 - c) As necessitated by vacancies.
- 3) **Review:** The review of applicants shall occur by a panel consisting of either the Councilmember responsible for filling an individual appointment or an assigned liaison of the City Council, dependent on the vacancy to be filled, the Board or Commission Chair, and the City Manager's assigned staff liaison:
 - a) Interview questions must ensure applicants receive a fair comparison with other candidates and will focus on potential conflicts of interest, compliance with norms of conduct, including but not limited to decorum, communications, and the concept of acting as a body with one voice;
 - b) Evaluation criteria must consider the City's goals related to diversity, equity, and inclusion, the duties and purpose of the individual board, and any membership requirements in enabling legislation or law.
- 4) **Appointment:** All Board and Commission appointments will be made by the City Council except for appointments authorized by law to be made by the Mayor. Board Officers ~~(Chair & Vice-Chair) shall be appointed by the City Council, shall be appointed by each individual board or commission appropriately,~~ except where otherwise mandated by the City Charter.

SECTION 2: COMMUNICATIONS

- 1) City Boards and Commissions shall receive direction from the City Council pursuant to the Council's annual goal setting session, requested assigned work priorities, or other specific direction as the City Council may provide;
- 2) A Board or Commission's annual work plan must align with the City Council's adopted Strategic Plan;
- 3) The Board or Commission should communicate with the City Council only through approved minutes, work plans, progress reports, or formal recommendations/resolutions voted on by the Board or Commission;

- 4) Board and Commission chairs shall communicate with the Staff Liaison on matters related to the Board and Commission's operations and agendas;
- 5) Each Board and Commission shall be assigned a City Council Liaison, who shall serve as the conduit between the Board or Commission and the City Council.
- 6) Board and Commission Chairs should direct policy related questions to both the City Council Liaison and the Staff Liaison;
- 7) Board and Commission Members shall adhere to the "One Body, One Voice" principle in communications to the City Council on matters under the Board or Commission's purview, or may become under the purview of the Board or Commission.
- 8) City Staff will develop minutes that the Board or Commission will review and approve; minutes shall be provided to the City Council and made available to the public.

SECTION 3: EXPECTATIONS, DUTIES, AND NORMS OF BEHAVIOR

Norms for Board Members are modeled upon the City Council's Rules of Procedure as most recently revised in Resolution No. 6953.

- 1) **Training of Board and Commission Members:** Board and Commission Members must participate in an onboarding program established by the City Manager.
 - a) The training will include, but is not limited to:
 - i. General onboarding: Board and Commission procedures, open meetings, public records, process, requirements, and expectations;
 - ii. Purposes and focus areas of the Board or Commission to be presented by the Staff Liaison;
 - iii. "Effective Meetings" a training ~~facilitated by the City Clerk~~ to assist Board Members in conducting an efficient and effective meeting;
 - iv. Ethics: Initial ethics training upon appointment and annual ethics training thereafter; and
 - v. Diversity, Equity, and Inclusion: Training focusing on various DEI topics including, but not limited to, implicit and unconscious bias, anti-harassment and anti-discrimination; accessibility; and DEI in institutions, workforces, and local government.
 - b) Board and Commission Members must complete onboarding and training within six months of the appointment of any member; and
 - c) Board and Commission Members must participate in a six-month check-in with the Staff Liaison.
- 2) **Duties:**
 - a) City Council Liaison has the following duties:
 - i. Lead the interview of applicants;
 - ii. Serve as the primary contact with the Board or Commission for the City Council;
 - iii. Assist with resolving questions regarding the role of the City Council, City Manager, Staff Liaison, and the Board or Commission;
 - iv. Serve as contact rather than an advocate, unless assigned as a voting member;
 - v. Review the Board or Commission's work plan and make recommendations to the City Council regarding said work plan;
 - vi. Support efficient Board and Commission operations; and
 - vii. Assist in training of new Board and Commission members.
 - b) The Presiding Officer (Board or Commission Chair) has the following duties:
 - i. Act as meeting facilitator;
 - ii. Maintain a tone of civility during debate;

- iii. Ensure the public has a meaningful opportunity to participate, and that meetings operate fairly and impartially;
 - iv. Ensure the Board or Commission's questions and discussion are germane to the issues presented.
 - c) Board and Commission Members have the following duties:
 - i. To ensure the Board has a quorum at all meetings, and commit sufficient time to ensure regular and punctual attendance;
 - ii. Be prepared, attentive, and participate;
 - iii. Abide by Rules of Procedure and the City and State Laws;
 - iv. ~~Notify the Staff Liaison as soon as they learn they will not be able to attend a meeting and of any changes to contact information.~~
 - d) Staff Liaison and/or their designee(s) will prepare the agenda with collaboration from the Board or Commission Chair.
- 3) Norms of behavior:**
- a) Board and Commission Members are encouraged to share their experience and knowledge with new members;
 - b) Board and Commission Members should treat all city employees with respect, and in doing so recognize staff in performing their work strive to always serve the public to the best of their abilities;
 - c) Board and Commission Members should be mindful of arguing or debating the merits of staff's professional judgment; rather, should Board or Commission Members disagree with staff's professional judgment, they should direct such disagreement to the Staff Liaison; in the event that the Staff Liaison is subject to the disagreement, Board and Commission Members should direct their concerns to the City Manager;
 - d) Board and Commission Members must seek to ensure staff recognizes the Board or Commission Member's questions are for purposes of inquiry only and should in no way be taken as an order, a request to take action, or a directive;
 - e) Board and Commission Members should not use language or communication methods that a reasonable person would find humiliating, intimidating, hostile, or offensive;
 - f) A Board or Commission Member may not take any action that could be construed as a directive or order to staff;
 - g) A Board or Commission Member must not attempt to pressure or influence discussions, recommendations, workloads, schedules, or department priorities absent the approval of the City Manager and only then upon an action of the majority of the City Council;
 - h) Board and Commission interaction with staff during board meetings:
 - i. Criticism of staff by a Board or Commission Member should be made in private to the City Manager. Board and Commission Members are encouraged to provide commendation to staff in public;
 - ii. Board and Commission Members may not direct or issue orders to staff;
 - iii. Board and Commission Members may direct questions regarding the factual basis for an item or a question soliciting staff expertise to the City employee presenting the item; questions other than those directly related to the factual basis of an agenda item should be directed to the Staff Liaison who may request the assistance of other city employees in answering the question.

- i) Specific provisions for Board and Commission Member's attendance at meetings other than Board or Commission meetings:
 - i. Board or Commission Members may not attend staff meetings unless requested by the City Manager;
 - ii. Board and Commission Members' conduct at public meetings or other events should be informed by this Resolution and the Code of Ethics.
- j) Board and Commission interaction with other Board Members and Citizens:
 - i. Board and commission members shall not argue, debate, or use condescending language toward citizens who speak on topics related to the items the board or commission is considering.
 - ii. Board and commission members shall not wear inappropriate clothing, including clothing related to any political campaign, candidate, or issue, advertisements for drug or alcohol products, clothing with obscene words or images, or clothing that advertises businesses that any board or commission member has a direct connection with.
- j) All appointed members of City boards or commissions should be mindful of the City Charter prohibition regarding interference with administration.

4) **Attendance:**

- a) **Board and Commission members shall notify the Staff Liaison as soon as they learn they will not be able to attend a meeting and of any changes to contact information;**
- b) **If a member expects continued absences, the Chairperson and the Staff Liaison should be contacted to discuss the situation;**
- c) **If a member determines it is necessary to resign from the appointed position, the member should send a letter or an email to the Chairperson, the Staff Liaison, and the City Clerk;**
- d) **Board members will be considered to have resigned their position if a member misses three consecutive meetings or one-half of the regularly scheduled meetings in 12 months pursuant to Article 39, Section 1.39.003 of the City Code of Independence.**

5) **Conflicts of Interest: A conflict of interest occurs when an individual's personal interests, such as family or business relationships and activities, could compromise his or her judgment, decisions, or actions while serving on any board, commission, or committee. Generally, a legal conflict of interest occurs when a board, commission, or committee member is being asked to vote on a matter which;**

- a) **involves the member or a member of the member's family by blood or marriage;**
- b) **involves a business owned in whole or in part by the member or members of their family; or**
- c) **when the outcome could economically affect the member, a member of their family, or a business owned in whole or in part by the member or their family, in a way that is different from the general public.**

If a legal conflict of interest occurs, the member is required to communicate the conflict to the chairperson and is not permitted to participate in any discussions or voting related to the topic in which the conflict of interest lies.

SECTION 2. That the provisions of this resolution shall be consolidated into a "Board and Commission Members Handbook" and made available to each said member at the time of their appointment by the City Council.

PASSED THIS 10th DAY OF January, 2025, BY THE CITY COUNCIL OF THE
CITY OF INDEPENDENCE, MISSOURI.



Presiding Officer of the City Council
of the City of Independence, Missouri

ATTEST:

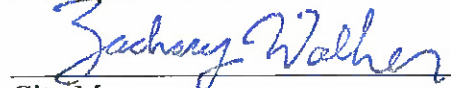

City Clerk



APPROVED AS TO FORM AND LEGALITY:


City Counselor

REVIEWED BY:


City Manager