

**CITY OF CAMDEN, ARKANSAS**  
**PERSONNEL POLICIES AND PROCEDURES MANUAL**

**SUBJECT: NEPOTISM**

**PURPOSE:** To establish policy for the employment of immediate relatives in order to assure the reality and appearance of fairness in the best interest of the City of Camden.

**STATEMENT OF POLICY:**

No relative of a City employee shall be employed in any position with the City of Camden where:

1. One relative would have the authority to supervise, appoint, remove, discipline or evaluate the performance of the other.
2. One relative would be responsible for auditing the work of the other.
3. Other circumstances exist which would place the relatives in a situation of actual or reasonably foreseeable conflict between the City's interest and their own.

**DEFINITIONS:**

1. A "Relative" includes husband, wife, son, daughter, brother, sister, father, mother, grandfather, grandmother, grandson, granddaughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, or an uncle, aunt, or cousin of the first generation. It also includes individuals related by marriage such as stepchildren, stepparents, step-siblings, etc.
2. A duly elected Mayor is deemed to have direct or indirect supervisory authority over all City employees, except other elected officials.