

## City of King Policy on Employing Relatives

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### Section 14. Employing Relatives.

WHEREAS, the City seeks to appoint, hire, and promote the most-qualified individuals; and

WHEREAS, to achieve the City's desire to appoint, hire, and promote the most-qualified individuals, the City desires to avoid disqualifying candidates or employees unless there exists an impermissible conflict of interest under applicable North Carolina law or such appointment, hiring, or promotion substantially calls into doubt the City's impartiality in such decision;<sup>1</sup>

NOW THEREFORE, the City's policy on employing relatives is as follows:

1. No person shall be initially appointed or elected (hereinafter, "initial employment") by the city council or the city manager to any office or position in any department of the city who is a relative of the mayor, member of the city council, or city manager. For purposes of this Section, the term "relative" is defined as spouse, mother, father, brother, sister, child, stepchild, aunt, uncle, niece, nephew, grandparent, ~~and grandchild,~~<sup>2</sup> and persons engaged in an amorous or dating relationship, cohabiting as a couple (not merely temporary roommates), significant others, sexual partners, and those engaged to be married.<sup>3</sup>
2. The continued employment, transfer, or promotion of such relatives of the mayor, members of the city council, or city manager is not prohibited, provided that there is no direct supervision of the employee by the mayor, a member of the city council, or the city manager, if such person is a relative as defined herein. In all such cases, the city manager shall review the relationship to assure that there are no potential conflicts, difficulties, or misunderstandings. Such review shall be determinative of whether such continued employment, transfer, or promotion is permitted.
3. Employment of relatives of other employees.
  - a. The initial employment, continued employment, transfer, or promotion of a relative to a position directly supervised by a relative is strictly prohibited.

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<sup>1</sup> See G.S. §§ 14-234, 160A-75

<sup>2</sup> Taken from Winston-Salem, NC Code § 2-312.

<sup>3</sup> Adapted from UNCOSA's policy on employment of related persons.

- b. The initial employment, continued employment, transfer, or promotion of a relative in any position where the employee is not directly supervised by a relative is not prohibited, provided that review by the city manager determines that no potential conflicts, difficulties, or misunderstandings will arise. Such review shall be determinative of whether such employment, transfer, or promotion is permitted.

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