

2.07 Nepotism

The employment of relatives in an organization may cause serious conflicts and problems with favoritism and employee morale. ~~Employees who are related will not occupy a position in the same department as a relative, work directly for, or supervise a relative.~~ The City permits relatives to be employed within the same department provided that neither employee directly or indirectly supervises the other or has authority or influence over the other employee's terms or conditions of employment.

Related employees shall not be placed in positions where one employee has direct or indirect authority over the other regarding hiring, promotion, discipline, performance evaluations, compensation, scheduling, leave approval, termination, or other employment-related decisions.

The City reserves the right to take prompt action if an actual or potential conflict of interest arises concerning relatives who occupy positions at any level (higher or lower) in the same line of authority that may affect employment decisions. Such action may include reassignment, modification of duties or reporting relationships, transfer, or other measures necessary to eliminate the conflict.

The City will not hire anyone who is related to any member of the City Council or City Manager, either by blood or marriage.

For the purposes of this policy, a relative is defined by affinity (marriage) or consanguinity (bloodrelative) in the following degree of kinship:

Affinity: Mother-in-law, Father-in-law, Son-in-law, Daughter-in-law, Brother-in-law, Sister-in-law, husband, wife, Grandmother, Grandfather, Granddaughter, Grandson

Consanguinity: Mother, Father, Son, Daughter, Brother, Sister, Grandmother, Grandfather, Granddaughter, Grandson