

## **SECTION 4.3 EMPLOYMENT OF RELATIVES**

Generally, public officers cannot hire or appoint close relatives or certain relatives by marriage if they are paid with public funds.

1. For the purposes of this policy, close family relatives include: mother, father, legal guardian or other person who stands in place of a parent, brother, sister, child, grandchildren, grandparents, first cousin, aunt, uncle, niece, nephew, second cousin, great grandchildren, great grandparents, great uncle, great aunt, great niece and great nephew. Relatives by marriage would include: spouse, son-in-law, daughter-in-law, mother-in-law, father-in-law, sister-in-law, brother-in-law, spouse's uncle, spouse's aunt, spouse's nephew, spouse's niece, spouse's grandparent, spouse's first cousin, stepson, and stepdaughter.
2. No employee (including Department Heads and Supervisors) may directly supervise or be supervised by a close family relative as defined in the above paragraph of this policy.
3. If employees become related after employment and a conflict of interest or management problem of supervision, safety, security or morale result, or, if reorganization creates such a conflict, reasonable time may be provided to resolve the matter. If resolution is not possible, the County may require one or both of those employees to transfer or resign.