

## **Kings County NEPOTISM POLICY**

- 1.0 No person shall be appointed, promoted, transferred, or otherwise placed in a position in any County department in which such person's relative already holds a position, when such employment would result in a supervisor-subordinate relationship.
- 2.0 For purposes of this policy, the following definitions shall apply:
  - a) "Relative" shall be defined as spouse, child, parent, grandparent, grandchild, brother, sister, aunt, uncle, niece, nephew, or first cousin, whether by blood, marriage or adoption.
  - b) "Supervisor-subordinate relationship" shall be defined as one in which one person exercises the right to either control, direct, assign, reward, evaluate or discipline another person by virtue of the duties and responsibilities assigned to his or her position.
- 3.0 Department heads and elected officials shall be prohibited from hiring their own relative to a position within their department.
- 4.0 The County retains the right to refuse to place employees who are relatives in the same department, division or facility when such placement creates adverse impact on supervision, safety, security or morale, or involves conflicts of interest.
- 5.0 The provisions of this policy apply to all County employment appointments, whether in classified or unclassified service, including extra-help positions.
- 6.0 Any appointment made in violation of the provisions of this policy shall be voidable. If an appointment is voided, the affected employee shall have the right to return to his/her prior County employment status, pursuant to applicable Personnel Rules.
- 7.0 Upon the adoption and implementation of this policy, the provisions shall be prospective only.