

SUBJECT: Nepotism Policy

POLICY:

In the interest of harmony in the work place and to avoid even the appearance of favoritism, Pickens County restricts the employment of relatives as follows:

1. Employees related by blood or law may not work together in the same department or organizational unit if they both report directly to the same first-line supervisor.
2. An employee may not have a reporting relationship to a relative if the relative is the employee's direct first-line supervisor.
3. Should two County employees marry or become related because of marriage or otherwise learn of a previously unknown familial relationship, one of them, as agreed to between themselves, or in the case of no agreement, the employee with the shorter length of service, shall have to resign, unless there exists an opportunity to transfer to another organizational unit or department where an appropriate division of responsibilities and supervisory authority exists. Such transfer opportunities will be subject to availability through contract bidding procedures (for bargaining unit positions) and must be approved by the Commission Chairman. No transfer will be approved to any department or other organizational unit in which a relative of that individual is already employed or which would place the employee seeking the transfer in a position where he was directly supervised by or had direct reporting responsibilities to a relative already employed by the County.
4. Regardless of the organizational location of their respective jobs, the County expects employees related by blood or law to work together professionally, without favoritism, and to treat each other as they would other employees. Should any employees related by blood or law not be able to meet this standard, the employee with the shorter length of service will be discharged.
5. Both at the time of hire and subsequent thereto, employees are under an obligation to disclose to the County the identity of other employees with whom they are related. The failure to disclose the identity of known relatives may, in appropriate circumstances, serve as grounds for discipline, up to and including termination of employment.
6. For the purposes of these rules, a relative is defined as follows: any person who is a parent, grandparent, child, grandchild, brother, sister, husband, or wife, by blood or law.

Exhibit A

7. No person who is a parent, grandparent, child, grandchild, brother, sister, husband, or wife, by blood or law, of a member of the Board of Commissioners or the Commission Chairman shall be employed by the County without the prior consent of the Board of Commissioners. It shall be the practice of the County not to continue employment or hire individuals who are related to a member of the Board of Commissioners or the Commission Chairman as described above. However, if the Board of Commissioners finds that it is in the best interest of the County to hire or continue the employment of such an individual, then the Board of Commissioners may consent to the hire or continued employment.

Exhibit A