

Bargaining Unit employees should review their appropriate Collective Bargaining Agreement (CBA) to determine if this policy applies to them. In case of a conflict between the applicable CBA and these policies, the provision in the CBA controls.

Policy No.: 4-7

Effective: 01/02/08

Revision No.: 1

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Nepotism

OVERVIEW: This outlines the County's policy on nepotism in accordance with Florida Statutes.

SCOPE: This policy applies to all persons employed by the Board of County Commissioners.

PROVISIONS:

1. A County employee may not appoint, employ, evaluate, promote, advance or advocate for the employment, promotion or advancement of a relative to a position over which the employee normally and routinely exercises jurisdiction or control.
2. Should an unusual circumstance or temporary situation arise resulting in a County employee supervising the job performance or work activities of a relative, as defined within this policy, the situation must be remedied within 60 days.
 - a. The Administrating Official or designee shall advise the employee of available alternatives, such as an interdepartmental transfer.
 - b. If the employee is unable to agree upon the alternatives within the 60 day period, the Administrating Official or designee will take an appropriate remedial action which may include an involuntary transfer or termination from employment.
 - c. In the event an employee is temporarily assigned to a supervisory position which results in the employee supervising a relative, the assignment can be for no more than 60 days.
3. The term "relative" refers to the following relationships: father, father-in-law, stepfather, mother, mother-in-law, stepmother, brother, brother-in-law, stepbrother, half-brother, sister, sister-in-law, stepsister, half-sister, grandfather, grandmother, spouse, son, son-in-law, stepson, daughter, daughter-in-law, stepdaughter, uncle, aunt, nephew, niece, first cousin, certified domestic partner or anyone who falls under the identified relationships as a result of certified domestic partnership.
4. The County reserves the right to take similar action as to any other familial relationship which by its nature threatens the best interests of the organization.

County Manager

County Attorney