

POLICY 204 - NEPOTISM

Johnson County Government is committed to employing the most qualified workforce and chooses not to limit the pool of qualified applicants by prohibiting the hiring of all relatives of employees. However, to promote a productive work environment and to avoid actual and perceived conflicts of interest, favoritism, and other impropriety, it is the policy of Johnson County to place certain limits on employment of immediate family members.

Definitions

For purposes of this policy, "immediate family member" means a parent, child, spouse, sibling, corresponding step, in-law and domestic partner relationships, and members of the employee's household.

"Direct supervisor/subordinate relationship" means everyone in the subordinate's supervisory chain. The department/agency/office director and the next leadership tier are always deemed to be in the supervisory chain for purposes of this policy.

"Executive" for this policy means the County Manager, Deputy County Manager, Assistant County Manager, Director of Human Resources, and all appointed officials.

Employment of Relatives

An employee's immediate family member may not be hired if the employment would or, in the opinion of the County, could:

- Create a direct supervisor/subordinate relationship with the immediate family member.
- Create either an actual conflict of interest or the appearance of a conflict of interest; or
- Create the appearance of favoritism or other impropriety.

Employees who become immediate family members after employment may continue employment as long as, in the opinion of the County, the employment will not or does not result in any of the above. Should one of the above situations occur, one or both employees will be removed from their position.

No immediate family member of any County Commissioner or executive may be employed by the County except in a seasonal position unless the family member was employed by the County (i) before the Commissioner was elected or the executive's date of hire, or (ii) before the effective date of this policy.

Prohibited Activities

No County employee or official may participate in any employment decision affecting an immediate family member including any decision to hire, promote, transfer, demote, discipline, or discharge the employee or to affect the wages or benefits of an immediate family member. This prohibition does not apply to decisions that are equally applicable to all employees.

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