

A. Definitions

1. "Relative" means the spouse or domestic partner, child, child's child, parent, grandparent, brother or sister of the whole or half blood and their spouses and the parent, brother or sister of the whole or half blood or child of a spouse or domestic partner.
2. "Executive, legislative, ministerial or judicial officer" includes all officials of the state or of any county or incorporated city within the state, holding office either by election or appointment, and the heads of the departments of state, county or incorporated cities, officers and boards or managers of the universities.

B. It is unlawful, unless otherwise expressly provided by law, for an executive, legislative, ministerial, or judicial officer to appoint or vote for appointment of any person related to him or her by affinity (marriage), domestic partner relationship, or consanguinity (blood) within the third degree, to any clerkship, office, position, employment or duty in any department of the state, district, county, city or municipal government of which such executive, legislative, ministerial, or judicial officer is a member, when the salary, wages, or compensation of such appointee is to be paid from public funds or fees of such office, or to appoint, vote for, or agree to appoint, or to work for, suggest, arrange, or be a party to the appointment of any person in consideration of the appointment of a person related to him or her within the degree provided by this section.

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1. Relatives shall not be employed in positions where one is in a supervisory chain of the other.
  2. Relatives shall not be employed in the same department when the Appointing Authority determines that safety, efficiency, morale, or administration of the department's operation is adversely affected. If the Appointing Authority is one of the relatives, such determination shall be made by the County Administrator.
  3. Employees who become relatives after appointment shall not continue to be employed in violation of this Policy. One of the two employees must be appointed to an appropriate vacancy in accordance with Merit System Rules or resign. If no resolution has been reached within six (6) months, the Appointing Authority or the County Administrator shall determine which employee is to be affected or involuntarily terminated.