

## **Employment of Relatives**

**Policy Number: 327**

---

More than one family member may be employed within a single department provided that relatives may not work where one may influence the work or working conditions of another. Whenever possible, relatives should not be placed in an area where they will work under the direction of the same immediate supervisor. An individual may not be supervised, directly or indirectly, by a family member, nor may an employee, officer or agent of Cottonwood County participate, directly or indirectly in the selection process involving a position for which a family member has applied. Any exception to this provision must be approved by the County Board.

Family member shall mean children whether by whole, half-blood or adoption, siblings, and parents. Spouses and parents of spouses shall be considered family members only in such circumstances as set forth in paragraph below.

With respect to spouses and parents of spouses, the provisions set forth above shall not automatically apply but will instead be reviewed on a case-by-case basis to determine whether such employment would be disruptive to the working environment or compromise work performance and independent judgment. Whenever feasible, steps will be taken to reduce or eliminate any such conflict or disruption short of prohibiting employment. The County Board will be consulted in all such cases and shall make the ultimate decision.