

THIS DOCUMENT IS NOT A CONTRACT OF EMPLOYMENT. PRIOR DOCUMENTS ON THIS SUBJECT ARE REVOKED. EMPLOYMENT WITH THE CITY OF FOREST ACRES IS AT-WILL.

CITY OF FOREST ACRES

Nepotism / Employment of Relatives Policy

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I. Policy

Approval:  Date: 2/10/15
City Administrator

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Nepotism / Employment of Relatives Policy

I. Policy

After May 1, 2008 people in the same family may not be employed by the City, although this provision will not apply to any current employees who would otherwise be in violation of this policy upon its initial adoption on May 1, 2008. Family is defined as spouse, parent, child, grandparent, grandchild, brother or sister, parent-in-law, grandparent-in-law, brother-in-law and sister-in-law, step-parents, step-children, step-brothers and step-sisters when the employee and the step-relative have lived together regularly in the same household. Unrelated employees residing together or otherwise engaged in a close personal relationship (such as domestic partner, co-habitant or significant other) are treated as being within the family of each other for the purposes of this policy. Members of the family of elected or appointed officials of the City are not eligible for City employment.

If employees become related by marriage and create a situation prohibited by this policy, one of the employees must give up his or her position. If the employees cannot choose which of them should resign, the employee having the lower budgeted annual compensation will be terminated.

Situations not specifically addressed in this policy that, in the City's opinion, create a conflict of interest or give the appearance of a conflict of interest, are handled in the City's discretion.