

### **Hiring of Relatives**

It is the policy of the City to provide all employees with equal employment opportunities for career advancement without fear of favoritism or penalty, actual or implied, based on family relations. The City will not hire any relative of a current City employee or current elected or appointed official for employment with the City. Employees or officials may not influence the hiring of others. Relative is defined as spouse or civil union partner, child or step-child, parent or step-parent, guardian, sibling, mother-in-law, father-in-law, sister-in-law, brother-in-law, or other relative living at an employee's residence.

Where two employees are married or become civil union partners in the course of their employment, the following shall apply:

- One may not directly, or indirectly, supervise the other whether within the same Department or within the City's overall supervisory authority.
- One may not have any input to performance reviews or personnel related matters of the spouse or civil union partner.

If employees become related to an elected official or appointed officer after employment, every effort will be made to identify a resolution to the conflict in coordination with the related individuals.

In addressing conflicts under this policy, if an agreed solution cannot be reached, the City Manager will implement such actions as may be necessary to resolve the conflict, including but not limited to involuntary separation from employment.