

Towns County

Personnel Policy on Nepotism

It is hereby declared to be a personnel policy regarding nepotism in Towns County as follows:

- A. That no person shall be appointed or employed in any regular position (being employees eligible to receive benefits, i.e. insurance, etc.) in the county if such appointment or employment would cause the employee to come under the supervision of a relative, either directly or through a chain of authority.
- B. An employee may not be hired or promoted into a position in which they would have supervisory responsibility over a relative, unless the relative can be transferred to another position that would break the chain of supervision.
- C. For this nepotism policy, a relative includes spouse, mother, father, stepmother, stepfather, son, daughter, mother-in-law, father-in-law, son-in-law, daughter-in-law, stepson, stepdaughter, brother, brother-in-law, sister, sister-in-law, half brother, half sister, grandchild, step grandchildren, grandparent, and grandparents of spouse.

Excluded from this policy are part time substitute positions, part time high school students participating in the Youth Apprenticeship Program, and part time college students on a summer work program.

This policy applies to all regular county employees under the responsibility and authority of the County Commissioner: i.e. Road Department, Emergency Medical Services (EMS), 911 Dispatch & Mapping Center, Fire Dept., Day Care Center, Commissioners Office, County Buildings & Courthouse Maintenance Staff, Parks & Recreational Department, Building Inspection Department, Environmental Department, Transfer Station, Inmate Labor Supervision, and Administrative.

This policy does not apply to other elected county officials: Probate Judge, Sheriff, Clerk of Court, and Tax Commissioner who have the responsibility and authority to set their own policies on hiring county employees under their supervision.