

3.02 NEPOTISM

A. Definition of Relative

For purposes related to this policy, and consistent with Ohio Ethics Law, a relative is defined to include, but not limited to spouse or domestic partner, parent, step-parent, child, step-child, sibling, grandchild or grandparent (including biological, step or adoptive); the sibling or parent of the employee's spouse; the spouse of the employee's child; any relationship where the person acts/acted in the place of a parent; and uncles, aunts, nieces, nephews and first cousins.

B. Hiring and Employment

1. The Board of Stark County Commissioners

Consistent with Ohio Ethics Law, The Board of Stark County Commissioners, collectively or individually, shall not hire or use the authority or influence of their position(s) to secure employment of anyone to whom he or she is related and who is also residing in the same household with the official.

2. Department Heads and Management

No employee serving as a department head/executive director/director; assistant or deputy director or any person of equivalent rank shall have in the employ of that person's department any relatives or anyone who is also residing in the same household.

3. Application for Employment

The Board of Stark County Commissioners will receive employment applications from relatives of current employees. However, the following situations shall prevent the County from hiring a relative of a current employee.

- a. If one relative would have supervisory or disciplinary authority over another;
- b. If one relative would audit the work of another;
- c. If a conflict of interest exists between the relative and the employee or between the relative and the County; and
- d. If the hiring of relatives could foreseeably result in a conflict of interest.

4. Employment of Relatives

Employees that are related shall not work in the same division or department together without approval of the Department Head and County Administrator. The circumstances of these potential working arrangements will be evaluated on a case-by-case basis.

C. Marriage of Employees

If, during the course of employment, two employees marry, they may not work in a supervisor-subordinate relationship with their spouse and/or any other immediate family member as set forth above resulting from the marriage, and if necessary change(s) in work assignment cannot reasonably be made, one must separate from employment. If the parties fail to decide within a reasonable time who shall separate from employment, the person with lesser public agency service will be separated.

