

SALT LAKE COUNTY HUMAN RESOURCES POLICY & PROCEDURE**NEPOTISM - EMPLOYMENT OF RELATIVES****REFERENCE**

Utah Code Annotated Section 52-3
Salt Lake County Code of Ordinances Section 2.07.209
Human Resources Policy & Procedure:
 General Definitions
 Certification of Eligibles
 Merit Employment Register

PURPOSE

To ensure that the County's employment practices comply with Utah State Statute and County Ordinance.

POLICY

- 1.0 No county officer or employee shall employ, appoint, vote for, recommend, or attempt to influence the appointment or hiring of a relative to any position or employment when the salary, wages, pay or compensation of such appointee is to be paid out of county funds.
 - 1.1 For purposes of this policy:
 - 1.1.1 "County Officer" means: any elected official, supervisor, manager or administrator appointed or merit.
 - 1.1.2 "Relative" means: father, mother, husband, wife, son, daughter, sister, brother, uncle, aunt, nephew, niece, first cousin, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law or household member.
- 2.0 No county officer or employee shall directly or indirectly supervise a relative in any county position or employment paid out of county funds.

EXCEPTIONS

- 3.0 A county officer or employee may be involved in the hiring of a relative if the appointment is temporary or seasonal.
- 4.0 A merit employee who is a relative of a superior may retain his or her position if the employee's appointment occurred before the county officer assumed his or her supervisory position.
 - 4.1 When a county officer or employee supervises a relative:
 - 4.1.1 steps shall be taken to establish alternative lines of supervision
 - 4.1.2 that person may not evaluate job performance for the purpose of pay, benefits, promotion or discipline.
- 5.0 The hiring or appointment of a person to an exempt or appointed position shall be governed by the state statute governing this policy.

APPROVED AND PASSED THIS 14th DAY OF JULY, 2009