

Polk County Wisconsin

NEPOTISM

Policy 105

Effective Date: 04-20-82

Revision Date: 07-20-04; 03-11-08

Purpose

It shall be the policy of Polk County to ensure fairness and equal opportunity to all individuals in its employment practices. The purpose of this policy shall be to ensure that no County Board member, official, or employee exercises undue influence or favoritism in the hiring process, and to ensure that the regular on going operations of county government are free of potential conflicts of interest on the part of such individuals.

Definitions

Immediate family is defined to include: husband, wife, children, father, mother, brother and sister.

Policy

- A. No person shall be appointed to any County position by an appointing authority when the appointee is an immediate family member.
- B. No employee shall directly or indirectly supervise a member of his/her immediate family.
- C. It shall be permissible for husbands and wives of County Board members, employees, and officials to be appointed to any County position except those that would result in an employee directly supervising their spouse.
- D. It shall be permissible for the family members of County Board members, employees, and officials to be appointed to Seasonal positions. In cases where family members apply for employment to a Seasonal position within the same department, the final hiring decision shall be by a hiring committee in accordance with the County's standard employment procedures.
- E. This section shall take effect upon adoption and shall not be retroactive. This policy applies to new hires, transfers, promotions and demotions. Any appointment made in contravention of this policy shall be void.