

EP-5: Employment of Relatives

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1. It is the policy of Fairfield County to employ the most suitable candidates, and therefore applicants will not be disqualified simply because they have a close relative already employed by the County. It is necessary that judgement be exercised by all supervisors and department heads when selecting applicants to be employed in the same department where they have a close relative.

Two or more relatives shall not be employed with the County if such employment would result in an employee supervising a member of his family, or occupying a position of influence over another family member's employment, promotion, salary adjustment, or other personnel considerations.

2. It is also the policy of the County that an employee or elected official shall not hire, promote, select, place, raise the pay, or complete a performance appraisal of any individual who is a close relative, or in any manner recommend or influence these actions.
3. Employment of close relatives may be permitted in emergency situations for temporary periods of time not to exceed thirty (30) days. Such temporary appointments must have the approval of the County Administrator.
4. No husband-wife team will be allowed to work in any one department of the County.
5. For the purpose of this policy, a close relative is considered to be:
 - a. A spouse, mother, father, sister, brother, son, daughter, mother-in-law, father-in-law, grandmother, grandfather, grandson, granddaughter, stepmother, stepfather, stepson, stepdaughter, stepsister, stepbrother, aunt, uncle, niece, nephew, brother-in-law, sister-in-law, son-in-law, and daughter-in-law.