

Kingman County
Kansas
Personnel Policy Manual

Policy #5
Employment of Relatives

Commission Approved
Date: 05/16/05

5 Employment of Relatives

- 5.1 In order to avoid favoritism or the appearance of favoritism based on family relationships, no person shall be employed by any department where a member of their immediate family is employed or in a department supervised by a member of their immediate family. If two employees within the same department marry during the term of their employment, one of the employees shall be transferred to another department without loss of pay as soon as possible. Immediate family shall mean spouse, parent, children, or siblings. Step relations shall also be considered immediate family.
- 5.2 The County Commissioners reserve the right to allow members of the same family, as defined above, to work together. Such exceptions shall be considered on a case-by-case basis, but are strongly discouraged and will require compelling evidence to ensure that work can be performed safely, effectively, and efficiently.
- 5.3 In the event that exceptions permitted above result in situations that interfere with the work output for the County or otherwise not in the best interest of the County, the County Commissioners may revoke the finding made under the provisions of 39.2 and take appropriate action to correct the situation. Action taken may include transfer, suspension, or termination of employees.
- 5.4 In the event that exceptions permitted as outlined in 5.2 results in a person in a position that requires an evaluation or a personnel decision such as those concerning appointment, retention, promotion, tenure, or salary of a close relative, such condition shall be deemed a conflict of interest, and that person shall not participate in such a decision or evaluation, and that person shall not participate in any group or body that is considering any such decision.