

City of Montgomery Nepotism Policy

Purpose and Intent

The purpose of this policy is to avoid situations in which one spouse supervises the other or relatives work in a supervisory role with each other. This policy is designed to alleviate concerns that family ties between employees, particularly those working in the same department, could create conflicts of interest in the workplace.

Definition of Relative For purposes of this policy a relative is defined as an individual related by blood (consanguinity) or marriage (affinity) to another City employee or official.

Prohibited Degrees of Consanguinity

1ST DEGREE: Father, Mother, Son or Daughter

2ND DEGREE: Grandfather, Grandmother, Grandson, Granddaughter, Brother or Sister

3RD DEGREE: Aunt, Uncle, Niece, Nephew, Great-Grandson, Great-Granddaughter, Great-Grandmother, or Great-Grandfather

Prohibited Degrees of Affinity

1ST DEGREE: Father-in-law, Mother-in-law, Son-in-law, Daughter-in-law, Spouse

2ND DEGREE: Sister's Spouse, Brother's Spouse, Spouse's Brother, Spouse's Sister, Spouse's Grandfather, Spouse's Grandmother, Spouse's Grandson, Spouse's Granddaughter

Declaration of Relation

Effective upon implementation date of this policy, any employee related to another City employee shall be declared prior to the effective date of a personnel action on the Position Fill Request Form. This applies to new hires, promotions, reclassifications, upgrades, and/or transfers of employees with the City of Montgomery.

Nepotism Restrictions

Nepotism restrictions for all employees are as follows:

An individual related within the third degree of consanguinity or second degree of affinity to a member of the City Council, Mayor or Executive Assistant to the Mayor shall not be appointed to serve or be employed in any position in the City.

An individual related within the third degree of consanguinity or second degree affinity to a department head shall not be appointed to a position within that department.

An individual shall not be appointed to any position directly supervised by someone to whom he/she is related within the third degree of consanguinity or second degree of affinity.