

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington



CO0000063

AMENDED ORDINANCE NO. 00-105

AMENDING CHAPTER 3A.12, RELATING TO EMPLOYMENT OF RELATIVES

BE IT ORDAINED:

Section 1. Snohomish County Code Section 3A.12.050, added by Ordinance 84-129 on November 21, 1984, is amended to read:

3A.12.050 (~~Nepotism — Prohibition~~) Employment of relatives.

~~((Applicants and current employees shall not receive a permanent appointment to positions in the same division of a department where a relative is already employed. A relative for the purpose of this section shall be defined as: children, mother, father, brother, sister, mother in law, father in law, sister in law, brother in law, grandparents or grandchildren, aunt, uncle, niece or nephew of the employee or spouse. Applicants and current employees shall not receive any permanent appointment which would result in the applicant or employee directly supervising or being directly supervised by his/her spouse.~~

~~When such a situation occurs due to marriage or other circumstances, the county shall have the option to transfer one of the related employees to another department without loss of pay.)~~

(1) It is the policy of the county to avoid the practice or appearance of nepotism in employment. The identity or status of a relative may not be considered in the employment decision unless a business necessity exception exists. A close relative or spouse of a current Snohomish County employee shall not be employed by Snohomish County where one of the following business necessities exists:

(a) Where one relative or spouse would have the authority or practical power to supervise, appoint, remove or discipline the other;

(b) Where one relative or spouse would be responsible for auditing the work of the other;

(c) Where other circumstances exist which would place the relatives or spouses in a situation of actual or reasonably foreseeable conflict between the employer's interest and their own;

(d) Where, in order to avoid the reality or appearance of improper influence or favor, or to protect its confidentiality, the county must limit the employment of spouses or close relatives.

(2) Where one of the above business necessities requires the limitation of employment opportunities for relatives or spouses, the exclusion should be limited to the job, work crew, shop or unit where the reason for the exclusion exists, and should not bar the person from the whole work force, unless the reason applies to the whole work force.

(3) For purposes of this section, "close relative" includes an employee's or employee's spouse's mother, father, child (including adopted and foster children), brother, sister, grandparent, grandchild, aunt, uncle, niece and nephew.

Passed this 7th day of February, 2001.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington


Chairperson

ATTEST:


Clerk of the Council, *Asst.*

- APPROVED
- VETOED
- EMERGENCY

DATE: 2/08/01


County Executive

ATTEST:

GARY WEIKEL
Deputy Executive



Approved as to form only:


Deputy Prosecuting Attorney

Linda Scoccia