

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington



AMENDED
ORDINANCE NO. 96-008

AMENDING CHAPTER 3.68 OF THE SNOHOMISH COUNTY CODE
PROHIBITING NEPOTISM IN THE APPOINTMENT OF EXEMPT EMPLOYEES

WHEREAS, Snohomish County Code, SCC 3A.12.050, prohibits the hiring of classified employees into a division into which a relative is already employed;

WHEREAS, an appearance of unequal treatment and conflict of interest may be perceived where any employee is supervised by a relative;

AND WHEREAS, the County Council wishes to foster a work environment in which there is mutual trust between employees and the County as an employer and in which even the appearance of favoritism does not arise but all employees are treated on the basis of merit ;

NOW, THEREFORE, BE IT ORDAINED:

Section 1. Snohomish County Code Section 3.68.030, adopted by Ordinance 82-003, March 22, 1982 and last amended November 20, 1985, is amended to read:

(1) Each elected official shall designate the position or positions the official selects as exempt in accordance with SCC 3.68.010, in writing, which writing the official shall file with the council and executive. Each elected official shall designate the person selected to fill each exempt position designated, as provided herein in writing, which writing the official shall file with the council and executive. No elected official shall designate or appoint any spouse or relative, as defined in SCC 3A.12.050, to an exempt position, and, in the event such spouse or relative has been so designated or appointed, such designation or appointment shall be null and void, except where otherwise provided by law. Otherwise, such designation is irrevocable until such person leaves, or is dismissed from, or transfers from the position designated as exempt, or unless such position is transferred to the classified service.

(2) The deputy department heads, division directors, and division managers of executive and administrative departments shall be appointed:

(a) Utilizing competitive procedures and recruitment processes that comply with applicable laws, regulations and county policy relative to equal employment opportunity and affirmative action which shall be conducted by the personnel department; and

(b) Considering the applicant's qualifications, integrity and prior experience which are applicable to the duties of the office to which appointment is to be made.

(c) An applicant shall not be appointed to a position which is supervised by any spouse or relative of the applicant, as the term "relative" is defined in SCC 3A.12.050. The appointment of any employee to an exempt position supervised by any spouse or relative of that employee shall be null and void.

(d) Employees appointed to exempt positions prior to (the effective date of this section) April 1, 1982 shall not be required to be re-appointed by way of the procedures provided in SCC 3.68.030(2) but shall serve in that position until that person leaves or is dismissed from the position, provided that the exempt employee is not supervised by a spouse or relative as defined in SCC 3A.12.050.

(3) Heads of executive and administrative departments shall be appointed by the executive and confirmed by the council on the basis of abilities, qualifications, integrity and prior experience which are applicable to the duties of the office to which the appointment is to be made. No such department head shall be appointed or serve under the supervision of a spouse or relative, as that term is defined in SCC 3A.12.050.

(4) For purposes of this section, an employee shall be deemed to supervise another employee if the supervisory employee, as a regular matter, has the authority to hire, assign, promote, transfer, layoff, recall, suspend, discipline or discharge the other employee or to evaluate the performance of the other employee.

(5) The prohibition against the appointment and service of an employee who is a spouse or relative of the appointing elected official or of his or her supervisor shall apply to any exempt employee who is appointed to an exempt position on or after the effective date of this ordinance and shall not apply to any employee appointed to the exempt service prior to the effective date of this ordinance.

PASSED this 3rd day of April, 1996.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

Richard C. Johnson
Chairperson

Barbara Silvestri
Clerk of the Council, Ass't.

- APPROVED
 EMERGENCY
 VETOED

ATTEST:

Maureen B. Ahef

Approved as to form only:

Deputy Prosecuting Attorney

DATE: 4/18/96
Robert J. Drewel
County Executive

ROBERT J. DREWEL
County Executive

ORDINANCE NO. 96-008-2

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