

**BICKNELL TOWN
NEPOTISM POLICY #2-2015**

Purpose: To provide guidance on the State's Nepotism Act, under Utah Code Section 52-2-1, which makes it unlawful to appoint, supervise or make salary or performance recommendation for a relative.

Policy:

1. Bicknell Town Council believes all employees should be competitively selected on the basis of qualification. The town rigidly adheres to the Nepotism Act regarding appointing and supervising relatives. This policy applies to permanent and temporary employees.

2. The state's Nepotism Act states: "No public officer may employ, appoint, or vote for or recommend the appointment of a relative in or to any position or employment, when the salary, wages, pay, or compensation of the appointee will be paid from public funds and the appointee will be directly supervised by a relative...."

3. Reference (a) defines a relative as "father, mother, husband, wife, son, daughter, sister, brother, uncle, aunt, nephew, niece, first cousin, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, or daughter-in-law." Reference (b) also includes grandchildren, grandparents, spouse's grandparents, step-children, step-parents, step-grandparents, spouse's step-grandparents, step-sisters, and step-brothers under the definition of immediate family. For this policy, the definition of a relative is a combination of (a) and (b).


4. The town requires disclosure of the relationship before hire, transfer or promotion to a position with the town. Hiring relatives may be approved if there is no working relationship between them that might reasonably give rise to criticism or conflict of interest. The town will evaluate such hiring decisions on a case-by-case basis and consult with the legal appropriate legal authorities.

5. During the initial interview, hiring officials shall ask applicants to declare if they have relatives or others with whom there is a close personal relationship working for the town.

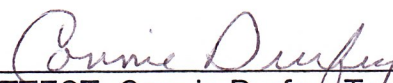
6. Any applicant who withholds or gives false information regarding personal relationships may be terminated. A supervisor who knowingly violates this policy is subject to disciplinary action.

7. If the Nepotism Act is violated by a marital relationship, employees will be reassigned by the town, if possible.

This policy was adopted by the Bicknell Town Council on 5th day of February, 2015.



Mayor Gil Hunt



ATTEST: Connie Durfey, Town Clerk