

## NEPOTISM

### Purpose

The employment of relatives can cause various problems, including charges of favoritism, conflicts of interest, family discord and scheduling conflicts that work to the disadvantage of both the County and its employees.

Therefore, it is the policy of Rockdale County not to employ members of the employee's immediate family who report to the same direct supervisor without the Chairperson of Board of Commissioners' approval. One member of the immediate family shall not have a direct reporting relationship to another member of his/her immediate family. This policy must also be considered when assigning, transferring, or promoting an employee.

### Eligibility

Immediate family includes spouse, parent, child, brother, sister, or grandparent, stepfather, stepmother, step-child(ren), stepsister, stepbrother, mother in-law, father in-law, brother in-law or sister in-law.

No immediate family member of any Rockdale County Elected Official shall be hired into a position that violates the above policy for the duration of that Elected Official's term of office.

### Process

If a violation of this policy would occur with the marriage of two employees, attempts will be made to find a suitable position within Rockdale County to which one of the employees will transfer. If accommodations of this nature are not feasible, the employees will be permitted to determine which of them will resign. If the employees cannot make a decision, the County will decide in its sole discretion who will remain employed.

### Policy Change

The County reserves the right to delete, modify, amend or terminate this policy at any time, with or without prior notice.

Approved this 25 day of July, 2006.

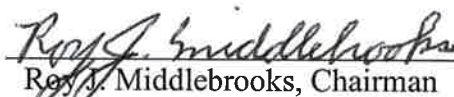
Board of Commissioners  
Rockdale County, Georgia

Attest:

By:

  
Jennifer Rutledge, County Clerk

By:

  
Roy J. Middlebrooks, Chairman