

1.0 PURPOSE

- 1.1 Employees related by blood, marriage or adoption; i.e., spouse, mother, father, brother, sister, son, daughter, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law or daughter-in-law, or registered domestic partners, collectively referred to as “family,” are prohibited from working in the same office or department when doing so will cause one family member to directly or indirectly supervise, or monitor, the job performance of another family member, which can create an actual or potential conflict of interest. In the event two (2) employees in the same department marry, cohabitate, become registered domestic partners, or become related, reasonable efforts will be made to reassign one of the employees without job detriment.
- 1.2 This section shall not apply when the family member of an existing county employee is elected to head the same office in which the existing employee is assigned.
- 1.3 In such a case, the elected official will take all reasonable steps available to minimize his/her direct supervision of the employee and will report the steps taken, in writing, to the Board no later than thirty calendar days following his/her assumption of office.
- 1.4 The employee shall be prohibited from using his/her familial relationship with the elected official: to gain personal favor; to influence the decisions of others; to gain favor for others; or to the detriment of others. A violation of this provision shall be cause for discipline.
- 1.5 Nothing in the Colusa County Policy shall be interpreted or applied in such a manner as to allow an elected official to appoint a family member.
- 1.6 Complaints arising from the implementation or application of this policy will be referred to the human resources department for investigation.
- 1.7 If the investigation alleges misconduct on the part of the elected official, the findings of such investigation will be reported to the board of supervisors and the board shall take whatever action it deems appropriate.
- 1.8 If the investigation alleges misconduct on the part of the employee, the findings of such investigation will be reported to the county administrative officer (“CAO”) and he/she shall take whatever action deemed appropriate. Notwithstanding any other provision of the Colusa County Code, the CAO shall have exclusive authority to discipline the employee for a violation of this policy in the same manner as would normally be exercised by the elected official for discipline imposed under the County’s Discipline Policy No. 323.