
 Town of Swansboro	Personnel Policy		Conditions of Employment Employment of Relatives	
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	Supersedes:		Approved By: 	

ARTICLE V. CONDITIONS OF EMPLOYMENT

Section 5. Employment of Relatives

The Town of Swansboro is committed to the highest standards of professional conduct and integrity and believes that familial relationships in the workplace can result in conflicts of interest, or an appearance of conflict of interest, and/or situations that might impair objective judgment or create a hostile work environment. The Town also prohibits the employment of any person who is a relative of individuals holding the following positions: Mayor, Mayor Pro Tempore, Town Commissioner, Town Manager, or Town Attorney.

Otherwise, the Town may consider employing family members or related persons in the service of the Town, provided that such employment does not:

- 1) result in a relative supervising relatives, or Commissioners providing oversight to departments where relatives work;
- 2) result in a relative auditing the work of a relative or authorizing spending by the relative;
- 3) create a conflict of interest with either relative and the Town; or
- 4) create the potential or perception of favoritism.

This provision shall not apply retroactively to anyone employed when the provision is adopted by the Town and shall apply to full-time positions only. A waiver may be considered by the Town Manager or his/her designee.

Preference will not be given to candidates who are dependents or relatives of current employees.

Definition: The definition of relatives for the purposes of this policy includes: the employee's spouse, child, parent, grandparents, grandchild, sibling, aunt or uncle, first cousin, niece or nephew, step-relatives and in-laws in the same relationship;