

**SECTION 8
EMPLOYMENT OF RELATIVES**

A. POLICY: It is the policy of Tooele County to comply with Section 52-3-1, et seq., Utah Code Annotated, 1953 as amended, prohibiting employment of relatives.

B. DEFINITIONS: As used in this section:

1. "Appointee" means an employee whose salary, wages, pay, or compensation is paid from public funds.
2. "Public officer" means a person who holds a position that is compensated by public funds.
3. "Relative" means a 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.

C. HIRING OF RELATIVES PROHIBITED - EXCEPTIONS: 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, except as follows:

1. the appointee is eligible or qualified to be employed by the county as a result of complying with civil service laws or regulations, or merit system laws or regulations;
2. the appointee will be compensated from funds designated for vocational training;
3. the appointee will be employed for a period of 12 weeks or less;
4. the appointee is a volunteer as defined by the county;
5. the appointee is the only person available, qualified, or eligible for the position; or
6. the county commission determines that the public officer is the only person available or best qualified to perform supervisory functions for the appointee.

D. SUPERVISION OF RELATIVES PROHIBITED - EXCEPTIONS: No public officer may directly supervise an appointee who is a relative when the salary, wages, pay, or compensation of the relative will be paid from public funds, except as follows:

1. the relative was appointed or employed before the public officer assumed his position, if the relative's appointment did not violate the provisions of Section 52-3-1 et seq., Utah Code Ann., in effect at the time of the appointment;

2. the appointee is eligible or qualified to be employed by the county as a result of complying with civil service laws or regulations, or merit system laws or regulations;
3. the appointee will be compensated from funds designated for vocational training;
4. the appointee will be employed for a period of 12 weeks or less;
5. the appointee is a volunteer as defined by the county;
6. the appointee is the only person available, qualified, or eligible for the position; or
7. the county commission determines that the public officer is the only person available or best qualified to perform supervisory functions for the appointee.

E. DISCLOSURE: When a public officer supervises a relative, the public officer shall make a complete written disclosure of the relationship to the county commission, and the public officer who exercises authority over a relative may not evaluate the relative's job performance or recommend salary increases for the relative.

F. ACCEPTING POSITIONS SUPERVISED BY RELATIVES - EXCEPTIONS: No appointee may accept or retain employment if the appointee is paid from public funds and is under the direct supervision of a relative, except as follows:

1. the relative was appointed or employed before the public officer assumed his position, if the relative's appointment did not violate the provisions of Section 52-3-1 et seq., Utah Code Ann., in effect at the time of the appointment;
2. the appointee was or is eligible or qualified to be employed by the county as a result of the appointee's compliance with civil service laws or regulations, or merit system laws or regulations;
3. the appointee is the only person available, qualified, or eligible for the position;
4. the appointee is compensated from funds designated for vocational training;
5. the appointee is employed for a period of 12 weeks or less;
6. the appointee is a volunteer as defined by the county; or
7. the county commission has determined that the appointee's relative is the only person available or qualified to supervise the appointee.