



Board of Supervisors
Meeting Date: July 17, 2018
Prepared By: Michelle Bullington
Preparer Phone: 530-527-4183 ext 3020
Preparer Email: mbullington@co.tehama.ca.us
Regular Item

PERSONNEL - Personnel Director Missi Bullington

Requested Action(s)

- a) Request adoption of Personnel Rule §1308: Nepotism

Financial Impact:

There is no fiscal impact.

Background Information:

The purpose of Personnel Rule §1308: Nepotism is to avoid perceived or actual conflicts of interest that may impact daily working relationships, such as favoritism or personal conflicts from outside the work environment. This rule would prohibit Tehama County employees from having supervisory authority over a family member, either directly or in the chain of command.

There has been a nepotism policy in place since 1998, which restricts the hiring or placement of a family member under another employee's supervision. This rule expands the restrictions to limit relationships that may occur during employment. The policy and rule do not exclude family members from Tehama County employment.

The rule is legally defensible and has been carefully vetted through the committee, department heads, and unions. It is the opinion of the Personnel Ad Hoc committee that this rule is necessary and would be effective in its present verbiage.

Department Heads may consult Personnel or County Counsel with concerns or questions regarding this Nepotism rule.

Attachment List:

Nepotism §1308 (PDF)