County of Monterey

Legislation Details (With Board Report)

File #:	RES 18-146	**Name:**	Family and Romantic Relationship Policy
Type:	BoS Resolution	**Status:**	Consent Agenda
File created:	10/15/2018	**In control:**	Board of Supervisors
On agenda:	10/23/2018	**Final action:**	
Title:	Adopt a Resolution to: a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394, to delete Section B.15 Employment of Spouses or Relatives and its subsections as indicated in Attachment A; and b. Approve the Policy on Family and Romantic Relationships at Work.		
Sponsors:			
Indexes:			
Code sections:			
Attachments:	1. Board Report, 2. Attachment A, 3. Attachment B, 4. Resolution, 5. Item No. 42 Completed Board Order and Resolution		

Date	Ver.	Action By	Action	Result

Adopt a Resolution to:

a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394, to delete Section B.15 Employment of Spouses or Relatives and its subsections as indicated in Attachment A; and

b. Approve the Policy on Family and Romantic Relationships at Work.

RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a resolution to:

a.   Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394, to delete Section B.15 Employment of Spouses or Relatives and its subsections as indicated in Attachment A; and

b.   Approve the Policy on Family and Romantic Relationships at Work.

SUMMARY/DISCUSSION:

The County of Monterey is committed to maintaining a professional work environment free of conflicts of interest, nepotism and favoritism. It is important that employees maintain clear boundaries between family, personal and work relationships in the workplace. With over 5,000 employees, it is not surprising that members of the same family and people in romantic relationships may work for the County of Monterey. As such, the Human Resources Department has developed the Policy on Family and Romantic Relationships at Work (Attachment B).

The purpose of this policy is to establish that the direct supervision of a related person (as defined in the policy to include both relatives and romantic relationships) is not allowed and the indirect supervision of related persons may only be allowed if a management plan is in place to address potential conflicts of interest. The policy also explains when family and romantic relationships may cause problems or the appearance of problems related to nepotism, favoritism or conflicts of interest in the workplace and establishes standards and disclosure requirements to prevent these problems from occurring.

Employees will not be subject to the compliance section of the policy for sixty (60) days after Board of Supervisor approval to allow for education on the policy.

Approval of these actions will assist in maintaining a professional work environment free of conflicts of interest, nepotism and favoritism.

OTHER AGENCY INVOLVEMENT:
The County Administrative Office and County Counsel have been involved in the creation of this policy. Employee groups have also been conferred through this process.

FINANCING:
Approval of the recommendations will not result in additional general fund contributions.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:
The recommended action addresses the Board of Supervisors' Administration Strategic Initiative and demonstrates the County's commitment to attract, recruit, and retain a diverse, highly skilled work force that supports the mission of Monterey County.

Mark a check to the related Board of Supervisors Strategic Initiatives:

__Economic Development
X Administration
__Health & Human Services
__Infrastructure
__Public Safety

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Attachments: Attachment A - Deleted PPPR Section B.15 Employment of Spouses or Relatives
            Attachment B - Policy on Family and Romantic Relationships at Work
                    Resolution