

## NEPOTISM

Macon-Bibb County Government (MBCG) has proscribed and enforces the following conditions and restrictions to govern the hiring of relatives of full-time, part-time, and temporary MBCG employees:

For purposes of this policy, relatives include spouse, child, grandchild, great-grandchild, parent, grandparent, great-grandparent, brother, sister, nephew, niece, aunt, uncle, step-child, and step-parent. These relationships shall also include half or adoptive relatives, and relatives of spouse.

- **Relatives of Macon-Bibb Mayor and County Commission**

Unless otherwise provided herein, relatives of the MBCG Mayor and County Commission are excluded from employment in any MBCG department.

- **Relatives of staff of the Mayor, County Commission, County Manager, Assistant County Manager, Finance Department, Risk Management Department, Information Technology Services, Purchasing Department, and Human Resources Department**

Unless otherwise provided herein, relatives of employees in the departments listed above are not eligible for employment in any MBCG department. Relatives of employees in other MBCG departments are excluded from employment in the above-listed departments.

- **Relatives of supervisory employees**

Relatives of MBCG employees who work in any supervisory capacity shall not be employed in any capacity in the department in which the supervisory employee works; these individuals may be employed in other Macon-Bibb County departments where all other requirements of this policy are satisfied.

- **Relatives of non-supervisory employees**

Relatives of non-supervisory employees shall not be promoted or hired into a supervisory position in the same department in which their relative works.

- **Employees who become related subsequent to employment**

The restrictions on hiring of relatives stated in this policy also apply to the continued employment of persons who become relatives as that term is defined in this policy subsequent to their employment with MBCG unless otherwise approved by the County Commission.

- **Employee transfers**

The restrictions regarding the hiring of relatives specified in this policy also apply to the transfer of an employee into a department where a supervisory relative is employed.

- **Summer employment**

Relatives of staff of the Mayor, County Commission, County Manager, Assistant County Manager, Finance Department, Risk Management Department, Information Technology Services, Purchasing Department, and Human Resources Department shall not be eligible for summer employment with MBCG.

- **Special notes**

- Relatives presently employed by MBCG who would be in violation of this policy at the time of its adoption; and relatives already employed by Macon-Bibb County at the time of appointment of department heads, supervisors, or election to office shall be eligible to remain in the employment of MBCG as long as all other requirements under this policy—including restrictions on transfers—are met.