

SECTION 1.09 EMPLOYMENT OF RELATIVES

Initial Hiring

Jefferson County Board of Developmental Disabilities will receive employment applications from relatives of current employees. However, the following five situations may preclude the JCBDD from hiring a relative of a current employee:

1. if one relative would have supervisory (direct or indirect) or disciplinary authority over another;
2. if one relative would audit the work of another;
3. if relatives work within the same department;
4. if a conflict of interest exists between the relative and the employee or the relative and JCBDD; or
5. if the hiring of relatives could result in a conflict of interest.

Immediate family members of Board members and/or Jefferson County Commissioners may not be hired to work for Jefferson County Board of Developmental Disabilities.

Employment Conflicts of Interest

An employee is not permitted to work in a position where his/her direct or indirect supervisor is a relative. If such a situation is created through promotion, transfer, or marriage, one of the affected employees must be transferred or an accommodation acceptable to JCBDD must be established. Termination of employment will be a last resort. If two employees marry, they will be subject to the same rules listed above as other relatives.

The provisions of ethics laws found in Ohio Revised Code Sections 102.03 and 2921.42 render it unlawful for public officials to use their influence to obtain a benefit, including a job for a relative. Any violation of these statutes may result in criminal prosecution and/or disciplinary action, up to and including termination.

Pursuant to OAC 123:1-47-01, the "immediate family" is defined as only: mother, father, brother, sister, child, spouse or significant other ("significant other" as used in this definition means one who stands in place of a spouse and who resides with the employee), grandparent, grandchild, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, stepparent, stepchild, stepbrother, stepsister, legal guardian or other person who stands in the place of a parent.