

**Position Paper  
On  
Nepotism**

**Background:**

Hiring relatives at any level of government can sometimes result in issues of favoritism, either perceived or real. Small towns (even the second largest city in the county) are no exception. The issues is compounded as sometimes there is a limited workforce to choose from and a relative is the best choice.

Ward Municipal Code 2.28 is very clear on the subject. Relatives can be hired only if they don't "work directly for or are supervised by a relative". The code also addresses what to do if a relationship establishes after employment. In other words, Nepotism is an issue with the entire workforce, not just the Mayor.

**My Position:**

The Mayor is charged with enforcing all Ordinances, and the Nepotism Ordinance is no exception.

**My Reasoning:**

They say never go into business with a relative. I think the same is true about hiring a relative. At some point in time, something is going to happen that brings into question whether you made a particular decision because of the relationship you have with that person.

As for me, I did not grow up in the local area. With the exception of my mother and mother-in-law, I don't have any extended family living nearby. All my kids are grown and living in other areas. Each is college educated and making more than the City of Ward could ever offer them. Even if I had close relatives living near and they needed a job, I would not hire them because, ultimately, every employee... works for the Mayor.

**As Mayor:**

I will not hire anyone related to me. Period.

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