

**NEPOTISM**  
Revised December 2008

Section: 6

---

- A. **DEFINITIONS.** For purposes of this Section, the following terms have the indicated meanings:
1. **Relative –**
    - a. Persons with a first-degree legal relationship, whether by consanguinity (blood relationship, including half-siblings) or by affinity (marriage, step-relations, in-laws, or adoption), between any of the following: father, mother, grandfather, grandmother, husband, wife, son, daughter, grandson, granddaughter, sister, brother, uncle, aunt, nephew, niece, or cousin.
    - b. Relative also includes cohabitants, such as, a husband and wife by common-law marriage, as defined by Utah law, any person claimed as a dependent for income tax purposes for the most recent two tax years, and individuals living in the residence of the employee for a cumulative period of six months or longer over a two year look back period. Relative also includes non-married cohabitants, roommates, foster children, etc.
    - c. A legal divorce dissolves affinity relationships but not cohabitant relationships.
  2. **Supervise, Supervision, and Supervisor -** an employment relationship in which:
    - a. An employee's relative is in the employee's "chain of command" or in the direct line of managerial oversight; and,
    - b. The elected Mayor or member of the City Council is a relative of an employee or applicant for employment.
  3. **Chain of Command -** that vertical employment relationship in which an employee is accountable to a direct supervisor, and that supervisor is accountable to another supervisor, and so on. Any person in this relationship is in the chain of command. For example, a laborer is accountable to a lead, who is accountable to a supervisor, who is accountable to a department head, who is accountable to the mayor. All persons in this example are in the chain of command, or in the direct line of managerial oversight.
- B. **POLICY**
1. Tooele City desires to avoid the appearance of favoritism that may result from employment relationships with relatives, and to minimize the potential for disruption or limitations in the workplace that may result from employment relationships with relatives. Therefore, it is the policy of Tooele City that no City employee or elected official may do any of the following:

