

AN ORDINANCE OF THE BOARD OF COMMISSIONERS
OF THE COUNTY OF CLINTON OF THE STATE OF INDIANA
ESTABLISHING A POLICY AGAINST NEPOTISM

NOW, THEREFORE, IT IS ORDAINED BY THE BOARD OF
COMMISSIONERS OF THE COUNTY OF CLINTON, OF THE STATE OF INDIANA,
AS FOLLOWS:

Section One. The Clinton County Code is hereby amended by the addition of a new
section, as follows:

§31.10 NEPOTISM.

(A) Definitions.

1. "Employees" shall mean and include full time, part time, temporary or intermittent employees of Clinton County, Indiana.
2. "Officer" shall mean and include any elected officer of the Clinton County, Indiana.
3. "Department Head" shall mean and include the employed or appointed head of any department of Clinton County, Indiana.
4. "Relative" shall mean any of the following:
 - a. Spouse
 - b. Parent or stepparent
 - c. Child or stepchild
 - d. Brother, sister, half-brother, half-sister, stepbrother or stepsister
 - e. Niece or nephew
 - f. Aunt or uncle
 - g. Daughter-in-law or son-in-law
5. "Direct line of Supervision" means an Officer or Department Head who is in a position to affect the terms and conditions of another individual's employment, including making decisions about work assignments, compensation, grievances, advancement, or performance evaluation. The term does not include the responsibility of the executive, legislative body, or fiscal body of Clinton County, as provided by statute, to make decisions

regarding salary ordinances, budgets or personnel policies of Clinton County

(B) *Prohibited Employments.*

Employees who are relatives may not be employed by Clinton County in a position that results in one (1) relative being in the direct line of supervision of that person's relative.

A reemployment after a break in employment is also prohibited. However, if an employee is absent from the workplace while on paid or unpaid leave, including vacation, sick or family medical leave, or worker's compensation, or if employment with Clinton County is terminated followed by immediate reemployment by Clinton County (without loss of payroll time), then such shall not be deemed a break in employment for purposes of this subsection.

Section Two. Effective Date. This ordinance shall be deemed effective upon its adoption, an emergency being declared.

Section Three. Distribution. The Auditor shall distribute copies of this ordinance to all officer, department heads and employees and obtain written acknowledgements of receipt.

ADOPTED by the Board of Commissioners of Clinton County with unanimous consent to its consideration on the date of its introduction on the 18th day of June, 2012.

BOARD OF COMMISSIONERS OF
CLINTON COUNTY, INDIANA

Michael A. Beard

Michael A. Beard, President

William J. Beard

William J. Beard, Member

George F. Evans

George F. Evans, Member

ATTEST:

Cathy J. Hamilton

Cathy J. Hamilton

Auditor of Clinton County