

**Charter of the City of Saint Paul in Chapter 3**

**Approved by: Paul McCloskey, Asst. City Atty. and Mayor Norm Coleman on October 3, 1994**

**POLICY FOR ANTI-NEPOTISM IN CITY EMPLOYMENT**

The administration of this policy is an important responsibility of each City department and office director.

Relationships are defined as follows: spouse, parent, child, and sibling, step-parent, step-child, and half-siblings, mother-in-law, father-in-law, brother-in-law, sister-in-law, daughter-in-law, and son-in-law; grandparent, and grandchild; nephew, and niece.

The relatives of City employees can seek and obtain City employment as long as they are not placed in a position where a relative could have an influence in the hiring of the applicant for City employment or supervision of a relative. Supervision will include, but not be limited to, all direction and control of work; performance appraisal, determinations with regard to merit pay, promotions, transfers, leaves of absence, and sick leave; and all disciplinary actions.

This shall not only include looking at the reporting relationship of family members at the time of initial hiring, but continued review of their responsibilities as they may be promoted or transferred. As circumstances may change, proper interpretation, consideration, and transfers may be required. If such transfers are in order, compliance with the Civil Service Rules and appropriate personnel practices will be used.

**IF YOU HAVE ANY FURTHER QUESTIONS REGARDING THIS POLICY, PLEASE CONTACT:**

Human Resources  
(651) 266-6500