

City of Saint Paul
Anti-Nepotism Policy
Effective Date: October 3, 1994
Updated: April 13, 2017

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 pay, promotions, transfers, leaves of absence, 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.

Relatives as defined by this policy include: spouse, parent, child, sibling, step-parent, step-child, and half-siblings, mother-in-law, father-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandparent, grandchild, nephew and niece.

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

Human Resources
(651) 266-6500