

I. EMPLOYMENT POLICIES

G. RECRUITMENT

3. Relationships and Employment of Relatives

In the best interests of the city and its employees, any relationships on or off the job that create a conflict of interest, interferes with the ability of an employee to perform his/her job or is detrimental to the city's ability to conduct business will not be tolerated.

The City of Lawrence permits the employment of qualified relatives of employees as long as such employment does not, in the opinion of the City Manager, create actual or potential improprieties or conflicts of interest. Relatives are permitted to work in the same department, provided no direct reporting or supervisory - management relationship exists. Two employees within the same department, who marry or otherwise obtain a relationship whereby they become members of each other's immediate family, shall be treated in accordance with these guidelines.

For purposes of this policy, "relative" is defined as the employee's spouse (same-sex legally married, opposite sex legally married, common law and domestic partner), child (including adult and foster), parent, sibling, grandparent, grandchild, corresponding in-law or "step" relation. In addition to these family members, "relative" applies to any other family member permanently residing under the same roof as the employee.