

RESOLUTION

WHEREAS, the DeKalb County Government Operations Committee has studied the need to develop a policy relative to the practice of nepotism in DeKalb County, and

WHEREAS, the Government Operations Committee has found that heretofore the DeKalb County Board has not adopted a policy relative to the practice of nepotism, and

WHEREAS, it was the feeling of the Committee that the adoption of such a policy statement would be in the best interest of the Board, its employees and managers, and the people of DeKalb County, and

WHEREAS, the Committee, having reviewed similar policy statements from other jurisdictions did recommend that the policy statement attached to this resolution be adopted and added to County's manual of personnel practices;

NOW, THEREFORE, BE IT RESOLVED, by the DeKalb County Board that it does adopt the above referenced policy statement relative to the practice of nepotism in DeKalb County, a copy of which is attached to this resolution and incorporated by reference and does direct that said statement be included in the manual of County personnel practices.

PASSED AT SYCAMORE, ILLINOIS, THIS 16TH DAY OF OCTOBER 1991, A.D.

Chairman, DeKalb County Board

ATTEST:

County Clerk

2.2.2. Nepotism

2.2.2.a. Definition

Nepotism is the practice of showing favoritism to individuals based on relationship rather than ability. Favoritism, in the context of employment with DeKalb County, may include, but is not necessarily limited to, favoritism shown in the hiring, promotion, transfer, or compensation of employees. It encompasses all favorable personnel actions including the initial hiring of an employee - where those actions are based in that person's relationships, not in their skills, abilities or accomplishments. Relationships, in the context of this policy, include not only blood relationships created by birth, marriage or adoption, but also relationships created by close friendship.

2.2.2.b. Intent of the Policy

It is the intent of this policy to express the wishes of the DeKalb County Board that the practice of nepotism is a violation of the personnel policies of the County of Dekalb. It is the stated policy of the DeKalb County Board that, beginning with initial employment decisions and carrying through the tenure of employment with this employer, personnel decisions should be based solely on ability and qualifications. It is expected that officials at all levels of County government will recognize and be sensitive to conflicts created by personal and family relationships and that those officials should avoid not only these conflicts, but actions which present the appearance of such conflicts. This policy does not prohibit the employment, promotion, etc. of friends and relatives of existing or future County officials. It is intended to remove those conflicts which might arise when favoritism is granted to friends and family members or may appear to have been.