

Amendment to the Town of Marshall Personnel Policy

Employment of Relatives

The Town prohibits the hiring and employment of immediate family in permanent positions within the same work unit. The Town also prohibits the employment of any person into a permanent position who is an immediate family member of individuals holding the following positions: Mayor, Mayor Pro Temp, or Town Board of Aldermen Member. Otherwise, the Town will consider employing family members or related persons in the service of the Town, provided that such employment does not:

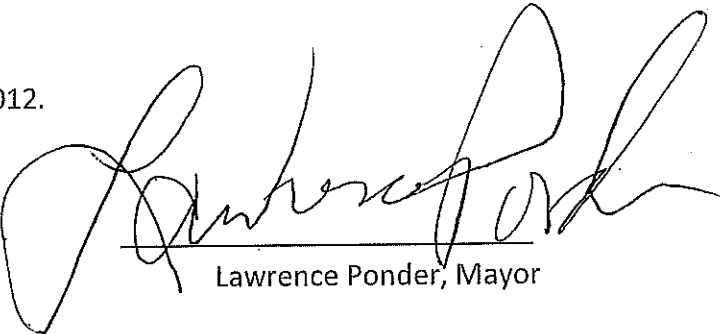
- (a) result in a relative supervising relatives;
- (b) results in a relative auditing the work of a relative;
- (c) create a conflict of interest with either relative and the Town; or
- (d) create the potential or perception of favoritism.

Exception: Individuals hired for seasonal and part-time positions are exempt from guideline (a) and may work under the direction of a family member in a supervisory role.

The provisions of this section shall not be retroactive, and no action will be taken concerning members of the same family employed in conflict with this amendment, before its adoption.

Adopted this 20 day of February, 2012.

Mickelle Massey
~~Attest Jennifer Flynn, Town Clerk~~
Deputy Town Clerk


Lawrence Ponder, Mayor