

WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) REQUEST FORM

Date: March 4th 2026 Weekly Agenda Date: March 12th 2024

ELECTED OFFICIAL / DEPARTMENT HEAD / CITIZEN: Sheriff Chad Sheehan

WORDING FOR AGENDA ITEM:

Nepotism policy in Employee Handbook

ACTION REQUIRED:

Approve Ordinance

Approve Resolution

Approve Motion

Public Hearing

Other: Informational

Attachments

EXECUTIVE SUMMARY:

I am requesting the Board approve waiving the nepotism policy for hiring C.P. as a correctional officer. His father Hediberto Ponce is a CO in good standing and has no supervisory authority.

BACKGROUND:

The employee handbook Nepotism Policy 1.3 prohibits hiring immediate family members into the same department. Law Enforcement and Corrections is historically a profession that draws family members including multiple generations. Similar to military service.

FINANCIAL IMPACT:

IF THERE IS A CONTRACT INVOLVED IN THE AGENDA ITEM, HAS THE CONTRACT BEEN SUBMITTED AT LEAST ONE WEEK PRIOR AND ANSWERED WITH A REVIEW BY THE COUNTY ATTORNEY'S OFFICE?

Yes No

RECOMMENDATION:

The policy already exempts our Deputies (Civil Service) from the policy. The policy allows the Board the authority to waive the policy. I am requesting the board waive the policy for the above hire. The Sheriff will not assign family members to the same shift and no family member will supervise another family member.

ACTION REQUIRED / PROPOSED MOTION: