

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

Date: May 25, 2023 Weekly Agenda Date: May 30, 2023

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 K.G. as a correctional officer and current correctional officers A.T. and E.G. who will be getting married.

BACKGROUND:

The employee handbook Nepotism Policy 1.3 prohibits hiring immediate family members into the same department. It also requires employees who become immediate family by marriage for one to either transfer or resign within 90 days. Law Enforcement and Corrections is historically a profession that draws family members including multiple generations. Similar to military service.

FINANCIAL IMPACT:

NONE

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 and current correctional officers getting married. The Sheriff will not schedule family members to the same shift and no family member would be allowed to supervise another family member.

ACTION REQUIRED / PROPOSED MOTION:

Waive the nepotism policy for the above Correctional Officers with the Sheriff's Office.