

**Subject: Hiring of Family Members**

**Purpose:**

To avoid a conflict of interest and the perception of favoritism and for the benefit of employee morale.

**Policy:**

The employment of family members within the same organization can cause conflict and give the appearance of favoritism.

No family member of an existing employee shall be hired or temporarily assigned to any library in the system. Library Trustees and their immediate families are not eligible for library employment, nor should a person who is a relative of a Library employee be appointed to the Board of Trustees.

For the purpose of this policy, a family member is defined as a spouse, parent, brother, sister, son, daughter, grandparent, grandchild, guardian, any of these as either an in-law or a step relation; any person residing in the same household as the employee.

**Attachments:** None

**References:** *Montgomery County Personnel Policies and Procedures Manual,*  
Chapter 2.5.

**Approval:**

Montgomery-Floyd Regional Board of Trustees  
November 19, 2008

November 19, 2008  
Date



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Robert E. Benoit, Chair