

POLICY A1-4.1

EMPLOYMENT OF RELATIVES POLICY ALL EMPLOYEES

To the extent permissible by law, it is the policy of the Town of Wayland to permit the hiring of qualified relatives of employees as long as such employment does not create a conflict of interest in the opinion of the Town. For purposes of this policy, “relative” includes a spouse, child, parent, sibling, grandparent, grandchild, aunt, uncle, niece, nephew, first cousin, domestic partner or corresponding in-law or “step” relation. All regular and proper procedures will be followed in appointing candidates to Town positions. Applicants for positions are expected to disclose any of the aforementioned relationships. No interference or influence by relatives will be condoned in making such appointments. The Town will exercise sound judgment in the placement of related employees in accordance with the following guidelines:

- Individuals who are related by blood, marriage or domestic partnership may be permitted to work in the same department provided no direct reporting or supervisory/management relationship exists. Generally an employee should not work within the “chain of command” of a relative whereby one relative’s work responsibilities, salary or career progress could be influenced by the other relative.
- Employees who marry or become domestic partners while employed are treated in accordance with these guidelines. If, in the opinion of the Town via the Personnel Board, a conflict of interest arises as a result of such marriage or partnership, one of the employees may be transferred at the earliest practicable time.

This policy applies to all categories of employment in the Town of Wayland, including regular, temporary and part-time classifications. Any deviation from this policy must have prior approval from the Personnel Board.

Personnel Board Approved: July 14, 2004