



**ELECTRIC WATER SEWER STORMWATER**

3 Industrial Loop Drive | PO Box 1589 | Hannibal, MO 63401 | (573)-221-8050

[www.HANNIBALBPW.org](http://www.HANNIBALBPW.org)



<b>POLICY:</b>	<u>Employment of Relatives</u>	<b>DEPARTMENT:</b>	<u>Board</u>
<b>APPROVED:</b>	<u><i>L Rosenkrans</i></u>	<b>REVIEWED / REVISED:</b>	<u>12/19/17</u>

**Purpose:**

The Hannibal Board of Public Works (HBPW) is committed to a policy of employment and advancement based upon qualifications and merit and does not discriminate in favor or in opposition to the employment of relatives.

**Scope:**

Due to potential, perceived, or actual conflicts, such as favoritism or personal conflicts from the outside work environment, which can be carried into the daily working relationship, HBPW will hire or consider other employment actions concerning relatives of persons if a candidate for employment will not be working directly for or supervising an immediate relative, and/or not occupy a position in the same line of authority in which employees can initiate or participate in decisions involving a direct benefit to the relative.

All Board and regular employment positions at the Hannibal Board of Public Works (HBPW) are covered by this policy. It does not include seasonal, temporary personnel, or student interns.

**Guidelines:**

The HBPW will not employ immediate family members defined as parent, child, spouse, domestic partner, or siblings of any current HBPW employee or Board member.

**Originated / Revised History**

- Original, 06/18/14
- Revised, 12/15/17
- Approved, 12/19/17