5.2 NEPOTISM/EMPLOYMENT OF RELATIVES

5.2.1 Only with an affirmative recommendation by the Town Administrator/Clerk and approval by the Town Board may the employment of any Department Manager's immediate family, as defined by these Personnel Policies, be allowed.

~~5.2.1~~5.2.2 Not withstanding Section 5.2.1 herein, neither the Town Administrator/Clerk, nor a Department Manager, nor any member of the Board of Trustees may employ or request the employment of any person who is related to him or her as spouse, parent, step-parent, foster parent, guardian, child, step-child, foster child, grandparent, grandchild, brother, sister or an "in-law" of the same degree as those listed above. As used in this section, the term "spouse" shall include a person who is a cohabitant in a quasi-marital relationship. ~~Neither~~ Except as allowed per Section 5.2.1 neither the Town Administrator/Clerk, nor a Department Manager, nor a Supervisor may have a relative, as defined above, accountable to him or her for supervision whether the supervisory relationship is direct or indirect through intermediate Supervisors.

~~5.2.2~~5.2.3 In the event that, as a result of a change in the personal relationship between an employee and a direct or indirect supervisor of that employee (such as marriage or adoption), this policy would otherwise become applicable to that employee, this policy shall not be applicable to that employee for the first six (6) months after the occurrence of the event which causes this policy to become applicable. Following the expiration of this six (6) month period, the supervised employee shall be discharged from Town employ unless the policy is no longer applicable as a result of promotion, transfer or termination of the personal relationship, or approval by the Town Board per Section 5.2.1, resulting in the application of this policy.