

# Memo

**To:** Bernard McGriff, Interim Director  
General Services Administration

**From:** <sup>RM</sup> Robert Meyers, Executive Director  
Commission on Ethics and Public Trust

**Date:** 05/25/99

**Re:** Request for Opinion (RQO 99-24)

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In your memorandum of May 14, 1999 you state that you wish to extend a job offer to an individual who is the nephew of another County employee in the same division. You further state that the prospective employee will not be supervised by the current employee. From the table of organization you provided me, the two employees seemingly have distinct job functions and responsibilities.

The Code of Ethics and Conflict of Interest Ordinance contains a provision that could apply to County employees who are related to one another. Specifically, Section 2-11.1(g) prohibits County employees from using or attempting to use one's official position to secure special privileges and exemptions. In theory, an attempt to manipulate the recruitment process to secure employment for a family member would most likely constitute a violation of this section. Secondly, an employee with supervisory authority over a family member who is also employed by the County could conceivably violate this section as well upon a showing that special privileges were given to the relative.

In the instant case, the current employee had no input into the selection process and the family members are not in a superior-subordinate relationship. Given these facts, there is no violation of the County's Conflict of Interest and Code of Ethics Ordinance.

If you have any additional questions, feel free to contact me at your convenience.