

FILED

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CIRCUIT COURT
DORCHESTER COUNTY

**COUNTY COUNCIL
OF
DORCHESTER COUNTY, MARYLAND**

2010 Legislative Session,
Legislative Day _____ 11 _____, 2010

Introduced By: Councilman William V. Nichols

BILL NO. 2010- 16

AN ACT OF THE COUNTY COUNCIL OF DORCHESTER COUNTY, MARYLAND PURSUANT TO THE AUTHORITY OF SECTION 15-803 OF THE STATE GOVERNMENT ARTICLE OF THE ANNOTATED CODE OF MARYLAND TO ADD NEW SECTION 88-5.1 TO CHAPTER 88 OF THE DORCHESTER COUNTY CODE TO PROVIDE COUNTY EMPLOYEES SHALL NOT SUPERVISE IMMEDIATE FAMILY MEMBERS TO AVOID CONFLICT OF INTERESTS.

Introduced, read first time, ordered posted on official bulletin board of County, County Office Building, 501 Court Lane, Cambridge, Maryland 21613.

Ordered publication for once a week for two (2) successive weeks, and public hearing scheduled on Tuesday, Septemer 7, 2010 in Room 110, County Office Building, 501 Court Lane, Cambridge, Maryland at 6:35 p.m.

By order: Jane Baynard
Jane Baynard, County Manager

**COUNTY COUNCIL
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SECTION ONE: Acting under Section 15-803 of the State Government Article of the Annotated Code of Maryland and Article 25A, Section 5(Q) and Section 5(S) of the Annotated Code of Maryland be it further ENACTED and ORDAINED by the County Council of Dorchester County, Maryland that new Section 88-5.1 of Chapter 88 of the Dorchester County Code to read as follows:

§ 88-5.1 AVOIDANCE OF CONFLICT OF INTERESTS:

Nepotism

- A. In order to avoid conflicts of interest or favorites, or appearances of same, County employees shall not supervise immediate family members.
 - 1. New employees shall not be hired into departments or units where they would supervise or work under the supervision of immediate family members.
 - 2. Current employees shall not be promoted, transferred, demoted, or assigned to positions that would cause a violation of this Chapter.
 - 3. In the event two employees marry, the County shall retain the option of transferring (if possible) or terminating (if necessary and approved by the County Council) employees in order to prevent violation of this Chapter.

- B. The County shall not have more than one Department Head positions filled by immediate family members.
 - 1. Immediate family shall mean spouse, parent, child, brother, sister, grandparent, or grandchild, including adoptive step-and half-relationships.
 - 2. This section shall apply to individuals who are engaged, cohabitating or otherwise involved in a relationship that could lead

to a perception of favoritism in the workplace if one of them supervised the other.

- 3. In the event Department Heads marry or become immediate family members, the County shall retain the option of demoting or terminating one or both of the Department Heads to prevent violation of this Chapter.

SECTION TWO: BE IT FURTHER ENACTED AND ORDAINED BY THE COUNTY COUNCIL OF DORCHESTER COUNTY, MARYLAND that General Code Publishers is directed to codify the amendments to Chapter 88 in the Dorchester County Code.

SECTION THREE: BE IT FURTHER ENACTED AND ORDAINED by the County Council of Dorchester County, Maryland that this Bill shall be known as Bill No. 2010- 16 of Dorchester County, Maryland and shall take effect sixty (60) days after its final passage.

PASSED this 7th day of September, 2010.

ATTEST:

COUNTY COUNCIL OF DORCHESTER COUNTY, MARYLAND

BY: Jane Baynard
Jane Baynard, County Manager

Tracy Newcomb

APPROVED this 7th day of September, 2010.

ATTEST:

COUNTY COUNCIL OF DORCHESTER COUNTY:

BY: Jane Baynard
Jane Baynard, County Manager

Tracy Newcomb

Newcomb - aye
 Elzey - aye
 Nichols - aye
 Price - aye
 Travers - aye

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