



Cochise County Board of Supervisors

Public Programs...Personal Service
www.cochise.az.gov

Policy Title: Nepotism

Policy Number: 2202

Effective: February 1, 2017

Supersedes:

Last Reviewed/Updated:

Scope/Coverage: All County Employees

Policy Contact: Director of Human Resources

1. Cochise County follows all provisions of [A.R.S. § 38-481](#).
2. Specifically, Cochise County regulates the employment of family members (spouse/partner, children, brother, sister, parent, grandparent, grandchild, father-in-law, mother-in-law, son, son-in-law, daughter, daughter-in-law, niece, nephew, aunt, uncle, including blood-related and non-blood related relationships (i.e., step-children, etc.) in the following situations:
 - No relatives may be employed in the same department, functional area or division if reporting to the same first-line supervisor.
 - No supervisor may employ family members within his/her chain of command. The intent of this provision is to prevent any real or perceived Conflict of Interests involving employment by the County, to the extent possible. Situations in existence at the time of the adoption of this policy, which are not in compliance with the provisions above, shall not be subject to this requirement. However, this policy will apply if there are any future changes affecting an employee's job or assigned department.