

Thoughts of Nepotism in the Workplace

Purpose of Questionnaire

The purpose of this questionnaire is to gain insight into your perception, attitude, and feelings of nepotism (family relationships) in the workplace. It is important for the City Manager and Administration to understand how employees within the organization feel about this topic.

At no time during this survey will you be asked your name, email address, department, or work unit; the information you provide is completely confidential to ensure we receive the most candid answers as possible. When providing answers, you will need to provide reasons for your response to move forward through the survey.

The current employment requirements ordinance states:

- **If the candidate is a member of the immediate family by blood or marriage of any employee, special restrictions shall apply. As used herein, "immediate family" shall be defined to mean an employee's parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents of the employee or spouse, son, daughter, and grandchildren, or "foster" or "step" situations within these relationships.**
- **All candidates for employment are exempt from the nepotism prohibition unless they are an immediate family member of the city manager, of an elected official of the city or of a supervisor within the department of finance. If and only if an employee is at a higher grade of employment than a relative of another employee, then the employee at a higher grade shall not be in direct supervision of their relative except in emergency situations. There shall be a distinct separation of duties of each related employee. The higher-grade employee shall not participate in any way in the relative's evaluation, nor shall the higher-grade employee be involved in any aspect of the relative's promotional or disciplinary process and shall not handle confidential material that could create improper or inappropriate access to confidential material by the relative.**
- **Family members of the city council and/or the city manager, or a supervisor within the department of finance are ineligible for employment.**

* 1. Do you agree with the definition of "immediate family" as defined in the current ordinance?

Yes
 No

* 2. Do you agree with the current employment requirements ordinance?

- Yes
- No

* 3. Why do you agree/disagree with the current rules?

* 4. Do you have concerns with a supervisor having a family member work within their same department?

- Yes
- No

* 5. If you have concerns about a supervisor having a family member work within their same department, what are those concerns? If you do not have concerns about a supervisor having a family member work within their same department, why do you feel that way?

* 6. Do you have concerns about married couples (including common-law, live-in couples and those who may be engaged) working in the same department?

- Yes
- No

* 7. If you have concerns with married couples (including common-law, live-in couples and those who may be engaged) working in the same department, what are those concerns? If you do not have concerns about married couples (including common-law, live-in couples and those who may be engaged) working in the same department, why do you feel that way?

* 8. Do you have concerns about a Director having a family member work within their department?

- Yes
- No

* 9. If you have concerns about a Director having a family member work within their department, what are those concerns? If you do not have concerns about a Director having a family member work within their department, why do you feel that way?

* 10. Do you have concerns about a Director having a family member work for a department other than their own?

Yes
 No

* 11. If you have concerns about having a Director have a family member work for a department other than their own, what are those concerns? If you do not have concerns with a Director having a family member work for a department other than their own, why do you feel that way?

* 12. Do you have concerns about Human Resources personnel having family members work for the City on a fulltime basis?

Yes
 No

* 13. If you have concerns about Human Resources personnel having family members work for the City on a fulltime basis, what are those concerns? If you do not have concerns about Human Resources personnel having family members work for the City on a fulltime basis, why do you feel that way?

* 14. Do you have concerns about Finance or Accounting personnel having family members work for the City on a fulltime basis?

Yes
 No

* 15. If you have concerns about Finance or Accounting personnel having family members work for the City on a fulltime basis, what are those concerns? If you do not have concerns about Finance or Accounting personnel having family members work for the City on a fulltime basis, why do you feel that way?

* 16. Do you have concerns about Human Resources and/or Finance personnel having family members work for the City on a part-time or seasonal basis?

Yes

No

* 17. If you have concerns about Human Resources and/or Finance personnel having family members work for the City on a part-time or seasonal basis, what are those concerns? If you do not have concerns about Human Resources and/or Finance personnel having family members work for the City on a part-time basis, why do you feel that way?

18. Do you have any other comments or concerns regarding nepotism in the workplace?