



Monterey County Behavioral Health Policy and Procedure

Policy Number	205
Policy Title	Granting Exceptions To The Employment Of Spouses Or Relatives
References	Monterey County Personnel Policies And Practices Resolution No. 98-394
Form	None
Effective	October 1, 2008

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Policy

The Behavioral Health Division will take into account the policy established by Monterey County Personnel Policies Section B.15.3 in the employment and staffing of spouses or relatives. The Department Head “may authorize the employment of the father, mother, sister, brother, spouse or child of another employee within the same department if s/he determines that such employment will not result in:

- 1) A direct reporting relationship between the affected employees;
- 2) A conflict or the appearance of a conflict of interest;
- 3) Questions of confidentiality;
- 4) Incompatibility with the employee’s assignment;
- 5) Unreasonable limitations on the Department Head’s ability to assign staff and/or manage and structure the Department in the future.