



**The Circuit Court**  
for the Sixth Judicial Circuit of Michigan

NANCI J. GRANT  
CHIEF JUDGE

TELEPHONE  
(248) 858-0358

May 27, 2016

Office of Administrative Counsel  
P.O. Box 30052  
Lansing, MI 48909

IN RE: ADM File No. 2014-03

Dear Administrative Counsel:

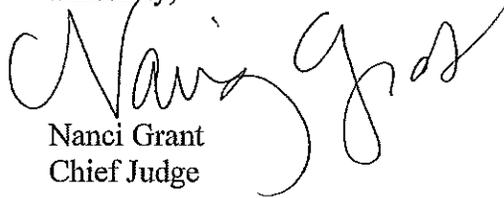
The 6<sup>th</sup> Judicial Circuit Court of Oakland County supports the adoption of the proposed Anti-Nepotism Order as referenced in ADM File No. 2014-03, dated March 23, 2016. The Bench's support is conditional upon the exclusion of Alternate Additional Provision 1. c.

The Bench concurs with the policy provisions that prohibit, within a court entity, the employment of relatives in a subordinate/supervisory relationship and a related chief judge and court administrator. These provisions serve to eliminate any appearance of favoritism or conflicts of interest, real or perceived, which might exist in an employment relationship but for these prohibitions.

The Bench opposes the inclusion of proposed Alternative Additional Provision 1. c. that would prohibit a relative of a judge from being employed within the same court entity in which the related judge sits. Relatives of judges who are well-qualified candidates for positions should not be precluded from employment consideration solely because they are related to a sitting judge within the same court entity. Nor should a court have to miss out on the knowledge, skills and abilities that a prospective candidate offers merely because the candidate is related to a sitting judge. The safeguards against direct reporting relationships and related chief judges and court administrators will ensure that no undue influence exists should a court entity employ a relative of one of its judges.

We appreciate the Supreme Court's efforts to clarify the Anti-Nepotism policy governing employment relationships within Michigan's courts. Thank you for the opportunity to comment on the proposed Administrative Order.

Sincerely,

A handwritten signature in black ink, appearing to read "Nanci Grant". The signature is fluid and cursive, with the first name "Nanci" written in a larger, more prominent script than the last name "Grant".

Nanci Grant  
Chief Judge

Copy: Judges of the 6<sup>th</sup> Judicial Circuit Court  
Court Administrator