
From: Aquilina, Hon. Rosemarie <RAquilina@ingham.org>
Sent: Friday, April 01, 2016 2:53 PM
To: ADMcomment
Subject: ADM FILE No 2014-03 ANTI-NEPOTISM POLICY

This anti-nepotism policy does not fairly address the problem of relatives who end up at the same place of employment from different directions, not being prejudiced in their ability to earn a living and be properly promoted into open positions. It does not clearly address an employee being promoted or applying for an in-county/in-house managerial or other position when s/he was hired-in and the relative was elected-in

It still precludes related parties who work in the same county to properly move and apply for open positions they may be qualified for, solely because of the relationship of an elected relative, when in fact safeguards could be in place to avoid any appearance of impropriety or conflict. Example is where a Judge is elected and the relative was already employed by the county—the relative can no longer move to higher positions, such to a “Director” position, despite having worked there first and having been hired—this can crush one person’s career as s/he will lose promotions and ultimately income, benefits, and retirement monies they would otherwise be entitled to receive “but for” the election of their relative. *One job should not hinder the other when reasonable protections can be in place to include oversight by the Chief Judge, Court Administrator and/or SCAO.*

This nepotism policy, as proposed, seems only looks at how to “supervise” these situations, but does not address that an employee is significantly prejudiced because one was hired and a relative was later elected. It is reasonable to consider that multiple family members end up in the legal field and in similar employment through different avenues i.e. hiring versus election. This situation should not prejudice either party and can and should be more specifically addressed in the anti-nepotism policy. As it stands a plain reading interpretation could be that the hired person can remain, but cannot move to another position i.e. accept promotions or placement into an open higher position i.e. to move from worker to supervisor/director/manager.

Please reconsider and revise to address the above.

Respectfully submitted.