

---

**From:** Nancy Thane <nthane@tuscolacounty.org>  
**Sent:** Friday, June 17, 2016 10:18 AM  
**To:** ADMcomment  
**Subject:** ADM File No. 2014-03, Anti-Nepotism Order

I have read with interest the proposed anti-nepotism policy/order and am commenting on the Alternative Additional Provision 1c which prohibits a relative of a judge or justice being employed within the same court. I assert that this additional provision will preclude relatives from "climbing the ladder" within the same county due to the election of another relative as a judge. There are safe guards that can be put in place that would still allow an individual to advance him/herself - - especially if he/she were the most qualified for a position. I am also concerned with the potential that a long-time employee may lose his/her employment due to the election of a relative judge. Again, safe guards can be put into place to avoid any appearance of impropriety or conflict, i.e. supervision or oversight by a Chief Judge.

Provision 1c is overbroad. I am requesting that you reconsider its inclusion.

Respectfully submitted,

Hon. Nancy L. Thane P38918  
Probate Judge  
Tuscola County