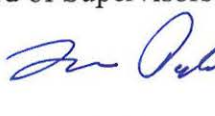


**COUNTY OF MILWAUKEE**  
**INTEROFFICE COMMUNICATION**

**Date:** June 29, 2015  
**To:** Chairwoman Marina Dimitrijevic, County Board of Supervisors  
**From:** Luis Padilla, Jr., Employee Relations Director   
**Subject:** Milwaukee County Nepotism Policy: For Information Only

**BACKGROUND**

The Employee Handbook provides an overview of the policies and programs in place at Milwaukee County. In 2013, the Department of Human Resources established a Nepotism Policy in the Milwaukee County Employee Handbook. The Nepotism Policy states, "Every attempt is made to avoid favoritism, the appearance of favoritism, and conflicts of interest in employee decisions. As such, Milwaukee County prohibits any employees who are family from working within the same chain of Management." During the 2015 budgeting process, Supervisor Mayo created amendment 1A045 which directed that the Department of Human Resources complete an analysis of the County's efforts to implement and monitor its nepotism policy, and to submit an informational report for Committee review during the July 2015 committee cycle. This referral stated that this report would be provided to two separate committees; Transportation and Public Works, and Finance, Personnel and Audit. However, I request that you refer this item to only one of these committees for greater efficiency – to avoid reporting out the same item twice, and to reduce the amount of staff time required.

**SUMMARY**

Training for the Nepotism Policy was developed by Human Resources in the summer of 2014, and has been provided when requested or needed. In addition, Human Resources partners with managers and employees to respond to questions pertaining to the Nepotism Policy. HR also reviews situations where a family member is considered for a promotion which could lead to an inappropriate reporting relationship, to ensure an alternative plan is developed. Most recently, in June 2015, HR provided an educational article about nepotism in our monthly County-wide employee newsletter, encouraging employees to report any concerns that may exist.

One complaint regarding nepotism has been reported to Human Resources over the past 12 months. We are committed to continuing to address situations which may violate this Policy. Employees may report concerns about any possible violation of policy to their supervisor, department head, human resources partner, or by calling the Employee Relations Hotline at 278-2000.

cc: County Executive Chris Abele  
Raisa Koltun, Chief of Staff, County Executive's Office  
Kerry Mitchell, Chief Human Resources Officer  
Kelly Bablitch, Chief of Staff, County Board of Supervisors  
Steve Cady, Research & Policy Director, Office of the Comptroller