

*City of St. Louis Department of Personnel Administrative
Regulation NO. 149*

NEPOTISM

Effective: August 17, 2012

The Missouri Constitution and the Civil Service Rules prohibit nepotism such that "Any public Officer or employee in this state who by virtue of his office or employment names or appoints to public office or employment any relative within the fourth degree, by consanguinity or affinity, shall forfeit his office or employment." Further, Civil Service Rule VII, Section 12 states that no person in the classified service shall be transferred, promoted or by any other means placed in a position whereby they would be directly supervised by any relative within the second degree of consanguinity or affinity. The Director shall not knowingly certify any applicant, or approve any personnel action, which may result in a violation of the foregoing provisions. Appointing authorities shall not knowingly take such actions.

Relatives related by consanguinity (i.e. blood relative) and affinity (i.e. related to spouse/domestic partner) are described hereafter:

Relations to the Fourth degree of Self or Spouse/Domestic Partner

Spouse, Domestic Partner

First Degree: Child, Parents

Second Degree: Grandchild, Brother/Sister, Grandparents

Third Degree: Great Grandchild, Niece/Nephew, Aunt/Uncle, Great Grandparents

Fourth Degree: Great Great Grandchild, Grand Niece/Nephew, First Cousin, Great Aunt/Uncle, Great Great Grandparents

In all instances, employees are prohibited from giving preferential treatment or favoritism to relatives or relatives of a spouse/domestic partner. Employees are encouraged to direct any questions to the Department of Personnel Employees Relations Section at 622-3563.

DEPARTMENT OF PERSONNEL

Richard R. Frank

Director of Personnel