

Superior Township, Brimley Michigan  
Ordinance 2023-22  
Nepotism

Preamble

An Ordinance to confirm Nepotism Policy

The Township of Superior, Chippewa County Michigan, Ordains

Section 1: Scope, Purpose and Intent

This ordinance is adopted pursuant to the authority granted the Township Board under the Township Ordinance Act MCL 41.181 et seq., to establish a Nepotism Ordinance for Township officials and employees and limitations provided by those Acts and subject to terms and conditions of this ordinance and any future amendments to this ordinance.

Section 2: Purpose

The proper operation of government requires that public officials and employees of Superior Township avoid Nepotism.

Section 3:

Superior Township follows a policy of equal opportunity in employment. This Nepotism Ordinance is created to avoid any potential problems with discrimination, favoritism, and conflict of interest in the hiring process.

Immediate relatives of members of the Township Board are not eligible for employment with Superior Township, except those employed prior to election or appointment to the Township Board.

Immediate relatives of other Township employees may be employed, provided they:

1. Do not have a supervisory and or subordinate relationship
2. Are not employed in the same department

3. Disclose their familial relationship with Township employees on their application form
4. Compete openly with all other candidates
5. Are not interviewed by an immediate relative
6. Are not given special consideration during the course of employment
7. Compensated township boards are covered by this ordinance. (Water Board, Planning and Zoning, Zoning Board of Appeals, Board of Review) and any additional Boards where members are compensated.
8. Current employees hired prior to the effective date of this ordinance are exempt
9. Non – compensated Advisory Committees are exempt

If, in the opinion of the Township Board, the marriage of two employees creates a conflict with this policy, one of the employees will be transferred to an equivalent position at the earliest practicable time.

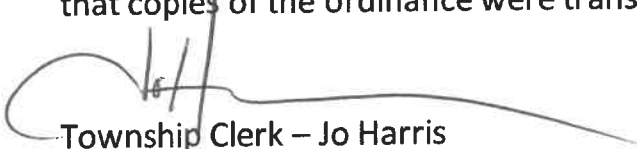
Definition: Immediate relatives are defined as spouse, natural, adopted and foster children, parents, grandparents, brothers, sisters, half- brothers and sisters, grandchildren, aunts, uncles, nieces, nephews, first cousins and persons married to them.

#### Section 4

This Ordinance shall take effect on the date of its publication

#### Certificate

The undersigned, as duly elected acting clerk of the Township, hereby certifies that this ordinance was duly adopted by the Township Board at a regular meeting of said board at which a quorum was present, held on November 28, 2023, and that copies of the ordinance were transmitted and published as directed.

  
Township Clerk – Jo Harris

  
Supervisor- Rich Phillips