

## Son-in-law Case

There is a job opening in the Office of Administrative Affairs in Silver City. One of the candidates for the job – Jonathan Job – was engaged to the Mayor’s daughter at the time. Jonathan met the minimum qualifications for the job. After completing the interview process, Jonathan was hired and began work directly under the Mayor’s supervision.

About 6 months later, Jonathan married the Mayor’s daughter. Around the same time, the salaries of city employees were made available for public view. Soon, citizens and other city employees discovered that Jonathan was being paid at a higher level than his job grade. It was also learned that Jonathan was working a flextime schedule. Flextime is officially available to all employees, but all previous requests by employees for flextime were denied. Jonathan was the first employee to receive the flextime benefit.

Other city employees complained when they learned that Jonathan was overpaid and that his request for flextime was granted. The Mayor then transferred Jonathan to a higher-level position so that his salary was in the right pay grade. He continued to enjoy the flextime.

### Issues Identified by Ethics Summit Participants

#### 1. Nepotism

- At hire?
- At promotion?
- Both?

#### 2. Favoritism -- salary/flextime

#### 3. Ghost pay rolling (Is it flextime or working less than full time?)

#### 4. What other issues do you see? Email further thoughts to [cbellamy@kdlegal.com](mailto:cbellamy@kdlegal.com). **If your comments are posted, can we use your name or would you prefer anonymity?**