

## Ethics

### The County Commissioner Wants to Help Interview



**Q:** A county manager is recruiting for a new assistant to oversee the county's housing programs and plans to use an interview panel to screen candidates. One of the county commissioners has volunteered to serve on the panel because he is on the board that oversees the county's housing programs. He also works in the housing and community affairs department in a neighboring local government.

The county manager feels that the county commissioner is well qualified to serve on the interview panel but wonders if it is appropriate to involve an elected official in a process that the charter stipulates is part of the manager's authority.

**A:** There may be advantages to involving the elected official in the interview panel because he has housing expertise and will work closely with anyone who is hired. The county manager retains full authority to hire the candidate that he feels is best for the job. There is no "encroachment" on the manager's official responsibilities because the interview panel's role is limited to providing advice.