

AGENDA ITEM 8: POLICY CHANGES #3126 Nepotism

A) REVIEW AND APPROVE CHANGES TO POLICY #3126 NEPOTISM

DATE: 1-March-2025

ORIGINATOR: Directors Seney & Gresley

PURPOSE: Review and consideration to approve updates to policy #3126

SUPPORTING DOCUMENTS: Yes, attached.

DESCRIPTION: Policy 3126 regarding Nepotism was reviewed and two changes are recommended:

1. Change numbering to be consistent with the new numbering schematic
2. Add the work “supervise” and “for” to section 3126.1.1 for clarity

REASON FOR BOARD ACTION RECOMMENDED: These changes will provide consistent numbering and provide clarity regarding the intent of the Nepotism policy.

ANTICIPATED IMPACTS TO THE DISTRICT: None

ANTICIPATED IMPACTS TO THE CUSTOMER: None

DESIRED ACTION BY BOD: Review and motion to approve policy changes and new number.

RECOMMENDATION: Approve first reading, waive second reading and approve recommended edits.

Gold Mountain Community Services District

POLICY HANDBOOK

POLICY TITLE: Nepotism
POLICY NUMBER: 3126

3126.1 It is the policy of Gold Mountain CSD to seek for its staff the best possible candidates through appropriate search procedures. There shall be no restrictions to appointment of individuals who have close relatives in any staff category in the same or different departments so long as the following standard is met:

3126.1.1 No employee shall **supervise**, vote **for**, make recommendations, or in any way participate in decisions about any personnel matter that may directly affect the selection, appointment, promotion, termination, other employment status, or interest of a close relative.

3126.1.1.1 For the purpose of this policy, "close relative" is defined as husband, wife, mother, father, son, daughter, sister, brother, father-in-law, mother-in-law, sister-in-law and brother-in-law.

3126.2 The Board of Directors reserves the right to consider and approve exceptions to this policy when a compelling case can be made and with proper agreements by all parties in place in writing.