

This brief is being provided to inform the Board, staff and public of the details of an agenda item that requires action from the Board. The President of the Board will provide board members, staff, and the public the opportunity to ask questions about this topic when this agenda item is announced.

Date: 3/1/25

Originator: Jon Gresley, Kim Seney

Purpose: Update Policy 3126 Nepotism

Desired Action by the Board: 1st reading of changes proposed to Policy #3126, consider waiving 2nd reading and approve as presented.

1. **Description:**

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

- Change number to be consistent with new numbering schema
- Add the words “supervise” and “for” to section 3126.1.1 for clarity

2. **Reason for Recommended Board Action - (Consider compliance, cost savings, fixing a problem):**

These amendments will provide consistent number and more clarity regarding the intent of the Nepotism policy.

3. **Anticipated Impacts to the District (negative and/or positive) - (Consider financial impact, change in procedures, customer and staff communication and effect if recommendations are not adopted):**

None

4. **Anticipated Impacts to the Customer – Standby, Residential, Commercial:** None

5. **Recommendation (s):** Approve first reading, waive second reading and approved recommended edits – as identified in redline copy following:

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.