



IDYLLWILD FIRE

POLICY TITLE: Nepotism

POLICY NUMBER: 2100

2100.1 It is the policy of the Idyllwild Fire Protection District to seek for its staff the best possible candidates through appropriate search procedures. There shall be no bars 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:

2100.1.1 No employee shall vote, 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 close relative

2100.1.1.1 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, brother-in-law, and registered domestic partner.

2100.2 When an individual is considered for appointment in a department in which an immediate family member is already assigned, review of this fact shall be required at all appointing levels. The objective of this review shall be to assure equality to all members to the department.

2100.2.1 When consideration is being given to employment or promotion of an individual, or to continue employment of an individual, in a position that would create a violation of this policy, a written justification for the exception must be prepared by the Fire Chief; who has sole authority to grant exceptions to this policy on a case-by-case basis.

2100.2.2 The District retains the right to refuse to appoint a person to a position in the same department, division, or shift, wherein his/her relationship to another employee has the potential for creating adverse impact on supervision, safety, security or morale, or involves a potential conflict of interest. The Fire Chief shall have sole authority and responsibility for determining if such a potential for adverse impact exists or does not exist.

2100.2.3 Should two (2) existing employees marry, and determination has been made that the potential for creating adverse impact as described in 2100.2.2 exists, the Fire Chief shall make reasonable efforts to minimize the identified adverse impact(s) through reassignment of duties, relocation of and transfer, If the District is unable to make a reasonable and acceptable accommodation, then the two (2) individuals will be notified by the Fire chief that one (1) of the employees must separate from District employment within ninety (90) days. The choice of who shall separate from service shall be the employees. In the event the employees do not agree with respect to which one (1) shall resign, the employee with the least seniority shall be separated from service with the District (non-disciplinary separation).

2100.2.4 Notwithstanding in the language in 2100.2.3, the decision of the Fire Chief to terminate an employee as a result of the adverse effect on District operations shall be subject to appeal in conformity with the District's Policies, Rules and Regulations, applicable law and the MOU with the ICFA.

2100.3 When an individual is considered for appointment in a department where a close relative has supervisory responsibility, the appointment shall not be granted.

2100.3.1 No employee shall be assigned to a permanent subordinate / supervisory assignment under / over of a close relative.

2100.3.2 No employee shall be assigned to an assignment whereby an employee will be evaluating / evaluated by a close relative.

2100.3.3 Nothing in the Policy (2100) shall be construed so as to prevent an employee from being assigned temporarily to / under / over a close relative for the purpose of trades, substitutions, or fill-in assignments.

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