

**RESOLUTION ADOPTING AN ANTI-NEPOTISM POLICY  
FOR THE EAST WENATCHEE WATER DISTRICT  
BOARD OF COMMISSIONERS AND MANAGERS AND THEIR FAMILY MEMBERS**

**RESOLUTION NO 662**

WHEREAS, the Commissioners of the East Wenatchee Water District (the "District") desires to adopt an anti-nepotism policy to assure the reality and appearance of fairness in the best interest of the District; and

WHEREAS, the Commissioners desire to adopt an anti-nepotism policy to prohibit preference for the appointment or employment of family members of the Commissioners or Managers; and

WHEREAS, the Commissioners desire to provide for the public trust in its actions that the best qualified individuals be hired; and

WHEREAS, the Commissioners desire to permit qualified family members to be eligible for employment while prohibiting Commissioners and Managers from involvement in the employment process if a family member is an applicant under consideration; and

NOW THEREFORE, be it resolved by the Board of Commissioners of the District as follows:

**1. Anti-Nepotism Policy**

The Commissioners declare that an anti-nepotism policy should be enacted.

**2. Amendment to Policy Manual**

This resolution shall hereby amend the Employee Policy Manual of the District. Specifically, this policy shall be found under Chapter 4, Employment Practices.

**3. Definitions**

"Family Member" means spouse, child, parent, sibling, grandparent, grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, stepfather, stepmother, half-brother, half-sister, nephew, niece, first cousin, aunt, uncle, foster children, domestic partner, or the spouses of any of the aforementioned persons.

"Commissioner" means to the Commissioners of the District.

"Manager" means the District Manager and Assistant District Manager.

#### **4. Hiring of Employees; Appointments**

Upon passage of this resolution, no person who is a family member of any Commissioner or Manager may be considered for employment as an employee of the District or appointment to any position within the District except as provided for herein. This applies to regular full-time and part-time employment and all appointments. This shall not prohibit or restrict the continued employment of individuals currently employed by the District or holding appointed positions within the District whose family members are Commissioners or Managers.

In the event that a family member of a Commissioner or Manager shall apply for employment as an employee of the District or be considered for appointment to any position within the District, the Commissioner or Manager to whom the candidate is related shall not participate in the employment or appointment process for that candidate in any way whatsoever. This includes but is not limited to consideration of the family member's candidacy and the decision whether to hire or appoint said family member. The Commissioner or Manager to whom the candidate is related shall not attempt to influence the other Commissioners, Managers or District employees in the hiring or appointment process on behalf of the family member.

#### **5. Complaints**

Any complaints that allege violation of this policy shall be submitted in writing to the President of the Board of Commissioners for his or her review. The President shall have the authority to investigate the complaint and shall do so in a reasonable time period. At the conclusion of the investigation, the President shall make findings of whether a violation of this policy has occurred and report his or her findings to the Commissioners. After receipt of the findings of the President, the Commissioners shall take whatever appropriate action they deem necessary, within the confines of the law, to address the incident.

In the event the family member of one of the Commissioners is involved in the alleged violation, such Commissioner shall abstain from any vote that takes action with regard to the alleged violation. In the event that the family member of the President is involved in the alleged violation, the Vice President shall assume the President's investigative duties as described herein.

#### **6. Severability**

If any portion of this resolution is declared to be invalid by a court of competent jurisdiction, it shall not affect the remaining portions of the resolution, which shall remain in full force and effect.

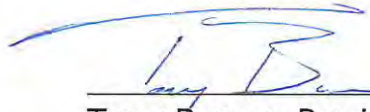
**7. Repealer**

All prior policies inconsistent with this resolution are hereby repealed as to such inconsistency.

**8. Effective Date**

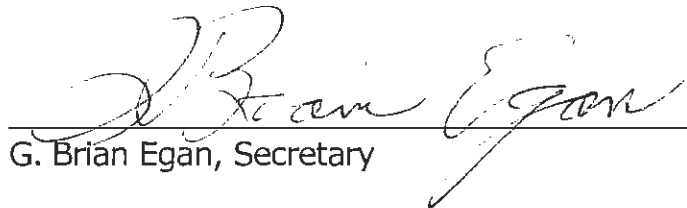
This resolution shall take effect upon passage.

ADOPTED, by the BOARD OF COMMISSIONER of the EAST WENATCHEE WATER DISTRICT, Douglas County, Washington at a regular meeting thereof, this 1<sup>st</sup> day of July 2015



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Terry Barnes, President

ATTEST:



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G. Brian Egan, Secretary