

STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT
POLICIES & PROCEDURES

ARTICLE: C-23
SECTION: Operations Division
DATE: 7/10/03
SUPERSEDES: 11/17/99
TITLE: **STAFFING - RELATIVES**

The employment of relatives in the same area of an organization may cause serious conflicts and problems with favoritism and employee morale. In addition to claims of partiality in treatment at work, personal conflicts from outside the work environment can be carried into day-to-day working relationships.

No person related to a full-time elected or appointed officer, employee, or contract employee by blood or marriage to the third degree of relationship shall be appointed or transferred into a department employing such relative in a direct conflict of interest position. For the purposes of this section, a direct conflict of interest shall mean a situation in which the employee of the relative would be in a position to affect the terms and conditions of one another's employment, including making decisions about work assignments, compensation, discipline, advancement or performance evaluation.

It shall be District policy that employees who are related by bloodlines or marriage shall not work together. The term "together" shall mean either the same shift or same engine. The Duty Chief may make an exception to this policy when in his/her opinion an extraordinary operational need exists.

This section is not applicable to Reserve employees.

Written By: Stephen Mayotte, Battalion Chief

Date: July 10, 2003