



EMPLOYEE RELATIONS

602.11 – EMPLOYMENT OF RELATIVES (NEPOTISM)

- 1. Policy Purpose:** To establish a policy that follows State statute which prohibits the employment of another person within the third degree of consanguinity or affinity.

Policy Coverage: This Policy applies to all employees, both represented and non-represented, of the East Fork Fire Protection District.

Effective Date: 09/17/2019

Revised Date: N/A

Policy #: 602.11

***The procedure established in this policy will be superseded and have no effect when covered by a similar or conflicting provision in a Collective Bargaining Agreement. For detailed information, please refer to your Collective Bargaining Agreement. ***

2. Policy:

- A. Pursuant to the provisions of NRS 281.210, no officer or appointing authority of the District may employ in any capacity on behalf of the District any relative of such person who is within the third degree of consanguinity or affinity. (Reference: 602.11C - Consanguinity/Affinity Chart.) Existing employees may continue in their current position following the election or promotion of such a relative to an appointing authority position.

For purposes of this policy, “appointing authority” is defined as an official, board or commission having the legal authority to make appointments to positions in the District or a person to whom the authority has been delegated by the official, board or commission.

In addition, no person shall be employed in a position if such employment would require supervision by a relative who is within the third degree of consanguinity or affinity. For purposes of this paragraph, supervision includes second or higher levels of supervision.

(Example: An employee reports to an immediate supervisor, who reports to a section supervisor and/or manager, who reports to a department head, who reports to the District Fire Chief. The employee may not be related within the third degree of consanguinity or affinity to the division manager, department head or the District Fire Chief.)

RESPONSIBILITY FOR REVIEW: The District Fire Chief, or his designee and/or the Executive Office Manager, or his/her designee will review this policy every 3 years or sooner as necessary.