

Yamhill Fire Protection District

District Policies, Procedures, & SOG's

MISSION

*Yamhill Fire Protection District is dedicated to
serve and protect our community*

District Policies

PERSONNEL

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Employment & Supervision of Immediate Family Members

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Issued: March 11, 2014

Revised: December 8, 2015

Purpose

The Yamhill Fire Protection District policy regarding the hiring and supervision of immediate family members, as outlined below.

Applicability

This policy applies to all District Personnel.

Definitions

District Personnel

For the purposes of this policy, "District Personnel" means all District Directors, employees, and volunteers.

District Official

For purposes of this policy, "District Official" means a District Director, employee, or volunteer.

Member of Household

For purposes of this policy, "member of household" means a person who resides with the District Official.

Relative

For the purposes of this policy, "relative" means the spouse of a District Official, and the parent, stepparent, child, sibling, stepsibling, son-in-law, daughter-in-law, of the District Official or the District Official's spouse. "Relative" also means any individual for whom the District Official has a legal support obligation, and any individual for whom the District Official provides benefits arising from the District Official's employment or from whom the District Official receives benefits arising from that individual's employment.

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Policy

Relatives and members of the household of District Personnel may be only employed or volunteer at the District in the same department or unit as the District Official to whom they are related within the limitations set forth in this policy. Employment of an individual or acceptance of an individual as a volunteer by the District must be based on the individual's qualifications, experience, training, and merits. Hiring officials and approval of volunteers must determine that individuals are qualified and suitable hires or volunteers for the District.

A District Official may not supervise, hire, or appoint his or her relative or a member of his or her household, or a relative or member of the household of the District Official's supervisor.

In addition, a District Official may not supervise or participate in the processes of review and decision-making on matters concerning retention, promotion, salary, termination, or discipline of the District Official's relatives or a member of the District Official's household.

Exceptions

Exceptions to this policy will be granted only in cases where the Board of Directors determines the exception to be in accordance with applicable law and in the best interest of the Yamhill Fire Protection District.