
Butte County Mosquito and Vector Control District

POLICY MANUAL

POLICY TITLE: Nepotism
POLICY NUMBER: 7220

7220.1 It is the policy of the Butte County Mosquito and Vector Control District to avoid circumstances where an immediate family member of an employee and/or a member of the Board of Trustees is employed in a position wherein there is a direct reporting relationship between such immediate family members. The District will not prohibit the hiring of immediate family members in those circumstances where there is a clear separation in the reporting relationship, however, employees employed in such circumstances should understand that potential of that reporting relationship changing may affect their future advancement opportunities.

7220.2 In order to carry out the foregoing policy, no appointing authority of the District shall hire a member of the appointing authority's immediate family in any position within the District. The appointing authority shall also not hire, appoint, nor assign any employee to directly or indirectly supervise a member of that employee's immediate family, nor shall the appointing authority hire, appoint, assign, or promote any employee to a position where that employee will be supervised by a member of the employee's immediate family.

7220.3 For purposes of this provision, appointing authority shall mean the Board of Trustees in connection with the hiring, promotion and retention of the District Manager, and it shall mean the District Manager in connection with the hiring, promotion, or assignment of other employees.

7220.4 "Immediate Family" shall mean an individual who is a spouse, parent, brother, sister, child, mother-in-law, father-in-law, son-in-law, daughter-in-law, nephew, niece, grandparent or grandchild. Relationships not defined by this rule, but which the Manager believes could conflict with this policy, shall be referred to the Board of Trustees.

7220.5 This policy shall not prohibit a temporary work assignment of existing employees to accomplish a specific task, or to cover a temporary shortage of qualified employees to accomplish a particular task, or tasks, as directed by the District Manager.