

RESOLUTION NO. 89-4

RESOLUTION OF THE BOARD OF DIRECTORS OF  
RANCHO MURIETA COMMUNITY SERVICES DISTRICT  
AMENDING THE PERSONNEL MANUAL REGARDING NEPOTISM

WHEREAS, the Board of Directors wishes to adopt a policy concerning nepotism;

NOW, THEREFORE, BE IT RESOLVED that the Personnel Handbook is revised to include Section 9 to state:

9.01 It is the policy of the District that immediate family members, as defined in Section 2.13, of District employees, or of elected or appointed officials may only be employed as either full-time or part-time employees, or as independent contractors of the District when all of the following criteria are met:

1. Such employment does not adversely affect safety, morale, security or supervision, and,

2. Immediate family members neither initiate nor participate in making recommendations or decisions which would directly affect the employment status of their spouses or relatives. These recommendations/decisions include but are not limited to selection, appointment, retention, work assignments, promotion, demotion, or salary.

The District may prohibit employment or may reassign immediate family members if, in its sole discretion, it finds that any of the above criteria are not met.

This policy also applies to persons who are not legally married but live together and, in the District's judgment, share the attendant responsibilities and commitments of marriage.

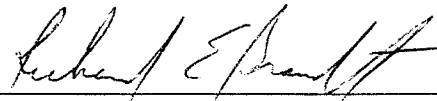
PASSED AND ADOPTED this 15th day of March, 1989, by  
the following roll call vote:

AYES: Directors: Brandt, Devlin, Sullivan, Reese

NOES: None

ABSENT: Director Twitchell

ABSTAIN: None



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RICHARD BRANDT, President  
Rancho Murieta Community  
Services District

ATTEST:



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District \_\_\_\_\_, Secretary  
Board of Directors