



# Memo

**To:** Board of Commissioners  
**From:** Doug Coutts, Director  
**Date:** 8/10/2018  
**Re:** Personnel Policy-Personal Relationships in the Workplace-Discussion

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As some of you already know, Clay Robinson has resigned his position with the District as Parks Maintenance 1. We have posted the position, but I was asked by Tom if his son would be eligible for hire. In reviewing our personnel policy, my interpretation is that he would not be, based on the following from our Policy Manual:

#### **“4.07 Personal Relationships in the Workplace**

The employment of relatives or individuals involved in a dating relationship 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 over into day-to-day working relationships.

For purposes of this policy, a relative is defined as any person who is related to you by blood or marriage, or whose relationship with you is similar to that of a relative. A dating relationship is defined as a relationship that may be reasonably expected to lead to the formation of a consensual "romantic" or sexual relationship. This policy applies to all employees regardless of t

You may not occupy a position that works directly for or supervises a relative. You may not be involved in a dating relationship with an employee who either works directly for you or supervises you ....”

I let Tom know that according to Policy, while his son could apply for the position, based on this policy, we could not hire him. I said that I would put the policy on the agenda for discussion and if the board so chose, it could be modified, but that was the only way we would be able to hire his son. I did consult with Enduris on the matter. Their recommendation was that the policy not be changed.

This is a discussion item at this point to determine if the board would like to proceed with a policy change.