

# SPOKANE COUNTY FIRE DISTRICT 8

## Standard Operating Procedures

### 10.03.13 EMPLOYMENT OF RELATIVES



Adopted: 10/03/17  
Reviewed: 03/21/18  
Revised: 00/00/00

Approved:

A handwritten signature in black ink, appearing to read "Tony Fisher", is written over a horizontal line.

**Purpose:** To identify the parameters in which Spokane County Fire District 8 may employ relatives.

**References:** N/A

**Procedure:**

1. The District does not discriminate in employment decisions or policies in violation of law on the basis of marital status.
2. The District permits the employment of qualified spouses, domestic living partners and relatives of current employees unless it is concluded the employment would place one or both of the relatives in a situation of actual or reasonably foreseeable conflict between their interests and ours, such as if one relative would have the authority or practical power to supervise, appoint, remove, or discipline the other, or one relative would be responsible for auditing the work of the other.
3. "Relatives" are spouses, children, parents, siblings, grandparents, grandchildren, aunts, uncles, first cousins, and corresponding in-law or "step" relations.
4. This procedure applies to employees who marry while employed with the District.
5. No employee will be discharged due to a conflict of interest because he or she has married another employee, unless the conflict cannot be resolved by transferring one or both employees.
  - a) If the conflict cannot be resolved by a transfer, the spouses, not Spokane County Fire District 8, will decide which spouse will remain employed by the District.
6. The District will not employ relatives and domestic living partners of policy level officers, customers, contractors, vendors, regulatory agencies and others with who have dealings with the District when that employment would create the reality or appearance of improper influence or favor, or jeopardize confidential information.