

SPOKANE VALLEY FIRE DEPARTMENT
Board of Fire Commissioners
Policy for Nepotism #007

Purpose:

The Spokane Valley Fire Department has established a policy addressing nepotism to address potential business or job-related conflicts of interest.

Authority:

RCW 49.60

Policy:

I. Definition of Nepotism

Nepotism shall be defined as improper influence or favoritism shown to relatives of an employee.

II. Nepotism Statement

Discrimination against an employee because of marital status or any other relationship with another employee is prohibited. The Spokane Valley Fire Department seeks to employ qualified persons in all positions without regard to a person's relationship with any other department employees. However, a current employee shall not supervise, make recommendations, or in any way participate in the decision of any matter that may directly affect the appointment, promotion, salary, auditing work, or any other status or interest of an employee's immediate family.

III. Immediate Family

An employee's immediate family shall be defined as an employee's parents, sister, brother, spouse, children (natural, adopted, step, or foster), mother or father-in-law, daughter or son-in-law, grandparents, great-grandparents, grandchildren and great-grandchildren.

IV. Non-Civil Service Positions

This policy recognizes that hiring non-civil service personnel are a less formal recruitment process and that the appearance of favoritism cannot be avoided if relatives are selected. Therefore, immediate family members shall not be eligible for employment in non-civil service positions of The Spokane Valley Fire Department. The Fire Chief or his designee may grant exceptions to this rule if appropriate justification is presented and documented.

Adopted:
Spokane Valley Board of Fire Commissioners:
February 20, 2006

Reviewed:
Spokane Valley Board of Fire Commissioners:
May 26, 2015