



Agenda Abstract

BOARD OF COMMISSIONERS

Meeting Date: Nov. 12, 2024
Department: Administration
Agenda Section: Regular
Public hearing: No
Date of public hearing: N/A

PRESENTER/INFORMATION CONTACT

Human Resources Manager Haley Thore

ITEM TO BE CONSIDERED

Subject: Relationships at Work Policy Resolution

Attachments:

1. Resolution
2. Relationships at Work Policy

Summary:

The Employee Handbook (Policy Manual) includes a Nepotism Policy. After consulting with an employment law attorney, she stated the lack of a relationships section in our nepotism policy is a major gap and exposure that needs to be addressed. If there is no policy and documentation of properly handling related situations, this severely weakens our legal position and ability to effectively manage the situation. The attached Relationships at Work Policy addresses this gap.

Financial impacts:

None.

Staff recommendation and comments:

Approve the resolution and/or provide feedback.

Action requested:

Approve resolution.