



**MESCAL J-6
FIRE DISTRICT**

**STANDARD OPERATING
POLICY # 005**

EMPLOYMENT OF RELATIVES

I. PURPOSE

To prevent problems of supervision, safety, security, and morale that could potentially arise from volunteer employment of relatives of other members.

II. SCOPE

This policy applies to all members of the District.

III. POLICY

Applications for volunteer employment from relatives (as defined below) shall be considered with other qualified applications. However, some restrictions in job placement shall apply to help prevent problems of supervision, safety, security, and morale.

IV. DEFINITION

Relatives are defined as a member's spouse or anyone within the following relationships, either with the member or the member's spouse: father, mother, stepfather, stepmother, son, daughter, stepson, stepdaughter, brother, sister, grandparent, grandchild, aunt, uncle, niece, nephew or first cousin.

V. GUIDELINES

The following guidelines shall apply regarding the employment of relatives:

- a. Relatives may not regularly work for the same immediate officer.
- b. Relatives may not directly supervise their employed relatives.
- c. No official of the District shall appoint or vote for the appointment of a relative, as defined above.