SWEETWATER SPRINGS WATER DISTRICT

TO: Board of Directors **AGENDA NO. V- E**

FROM: Ed Fortner, General Manager

Meeting Date: November 7, 2019

Subject: Hiring of Maintenance Workers and Nepotism Policy

RECOMMENDED ACTION:

Receive report from the General Manager. Discussion and possible action.

FISCAL IMPACT:

None

DISCUSSION:

Sweetwater Springs Water District (SSWD) has promoted Jack Bushgen to Field Foreman and Bryon Edgmon to Crew Supervisor. The two contracts are attached for review and approval by resolution. SSWD has also advertised for two (2) Maintenance Worker, entry level employees. On October 22, 2019 we interviewed two applicants, Kevin Gonzalez and Jamin Reed. We have made a job offer to Mr. Gonzalez. The three-person hiring committee recommended hiring both applicants. Mr. Reed is related to the GM, Ed Fortner. He is Ed's son-in-law. Ed has removed himself from the hiring process and agendized the issue for open discussion. The nepotism policy for SSWD states that there is no conflict if the person hired is not supervised directly by the related employee. The GM is two levels of supervision above the Maintenance Worker. The GM defers to the judgement of the Board on this matter.

Resolution No. 19-14

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SWEETWATER SPRINGS WATER DISTRICT APPROVING AN EMPLOYMENT AGREEMENT WITH JACK BUSHGEN, AND AUTHORIZING THE BOARD PRESIDENT TO EXECUTE SAID AGREEMENT ON THE DISTRICT'S BEHALF

WHEREAS, the Sweetwater Springs Water District desires to retain Jack Bushgen to serve as Field Manager of the District; and

WHEREAS, Jack Bushgen desires to be employed as the Field Manager of the District; and

WHEREAS, the parties have memorialized the terms and conditions of employment in a formal Employment Agreement, as more particularly described in Exhibit "A", attached; and

WHEREAS, the Board of Directors finds that the terms and conditions of said Employment Agreement are fair and reasonable and are in the best interests of the District.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Sweetwater Springs Water District, Sonoma County, California, that:

(1) The Employment Agreement of Jack Bushgen to serve as Field Manager dated November 14, 2019, is hereby approved and ratified and is effective as of that date.

(2) The Board President is hereby authorized and directed to execute the Employment Agreement dated November 14, 2019, on behalf of the District.

I hereby certify that the foregoing is a full, true, and correct copy of a Resolution duly and regularly adopted and passed by the Board of Directors of the SWEETWATER SPRINGS WATER DISTRICT, Sonoma County, California, at a meeting held on November 7, 2019, by the following vote.

Director	Aye	No
Sukey Robb-Wilder	_____	_____
Tim Lipinski	_____	_____
Rich Holmer	_____	_____
Gaylord Schaap	_____	_____
Pip Marquez de la Plata	_____	_____

_____
Tim Lipinski
President of the Board of Directors

_____
Attest: Julie Kenny
Clerk of the Board of Directors

Resolution No. 19-15

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SWEETWATER SPRINGS WATER DISTRICT APPROVING AN EMPLOYMENT AGREEMENT WITH BRYON EDGMON, AND AUTHORIZING THE BOARD PRESIDENT TO EXECUTE SAID AGREEMENT ON THE DISTRICT'S BEHALF

WHEREAS, the Sweetwater Springs Water District desires to retain Bryon Edgmon to serve as Crew Supervisor of the District; and

WHEREAS, Bryon Edgmon desires to be employed as the Crew Supervisor of the District; and

WHEREAS, the parties have memorialized the terms and conditions of employment in a formal Employment Agreement, as more particularly described in Exhibit "A", attached; and

WHEREAS, the Board of Directors finds that the terms and conditions of said Employment Agreement are fair and reasonable and are in the best interests of the District.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Sweetwater Springs Water District, Sonoma County, California, that:

(1) The Employment Agreement of Bryon Edgmon to serve as Crew Supervisor dated November 14, 2019, is hereby approved and ratified and is effective as of that date.

(2) The Board President is hereby authorized and directed to execute the Employment Agreement dated November 14, 2019, on behalf of the District.

I hereby certify that the foregoing is a full, true, and correct copy of a Resolution duly and regularly adopted and passed by the Board of Directors of the SWEETWATER SPRINGS WATER DISTRICT, Sonoma County, California, at a meeting held on November 7, 2019, by the following vote.

Director	Aye	No
Sukey Robb-Wilder	_____	_____
Tim Lipinski	_____	_____
Rich Holmer	_____	_____
Gaylord Schaap	_____	_____
Pip Marquez de la Plata	_____	_____

_____
Tim Lipinski
President of the Board of Directors

_____
Attest: Julie Kenny
Clerk of the Board of Directors

2120 Employment of Relatives

Date Approved: _____
Date Revised: October 6, 2011

2120.10 Employment: Employment of relatives of employees is discouraged. Relatives of present employees may be hired by the District only if (1) the individuals concerned will not work in a direct supervisory relationship, and (2) the employment will not pose difficulties for supervision, security, safety or morale. Relatives are defined as spouse, registered domestic partners, children, sisters, brothers, mothers, or fathers, and persons related by marriage.

2120.20 Present Employees: Present employees who marry or who become related by marriage, will be permitted to continue employment with the District only if they do not work in a direct supervisory relationship with one another, or otherwise pose difficulties for supervision, security, safety or morale. If employees who marry, or who become related by marriage, do work in a direct supervisory relationship with one another, the District will attempt to reassign one of the employees to another position for which he or she is qualified, if such a position is available. If no such position is available, then one of the employees will be required to leave the District unless the General Manager recommends a waiver of this provision and this decision is confirmed by the Board of Directors.

TOC