SWEETWATER SPRINGS WATER DISTRICT

TO: Board of Directors **AGENDA NO. III- A**

FROM: Ed Fortner, General Manager

Meeting Date: November 21, 2019

Subject: Nepotism Policy and Maintenance Worker Position

RECOMMENDED ACTION:

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

FISCAL IMPACT:

None

DISCUSSION:

SSWD advertised for two (2) Maintenance Worker, entry-level positions. On October 22, 2019 we interviewed two applicants, Kevin Gonzalez and Jamin Reed. Mr. Gonzalez started with the District on November 14th. 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 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 General Manager is two levels of supervision above the Maintenance Worker. The GM defers to the judgment of the Board on this matter.