

POLICY NO. 20-025

REVISION DATE: July 25, 2007

SUBJECT: NEPOTISM

I. PURPOSE

To establish a policy reaffirming Okanogan County Electric Cooperative commitment to equal opportunity in all matters relating to employment throughout the organization. To avoid favoritism, the potential for favoritism and conflicts in loyalty.

II. POLICY CONTENT

1) No applicant shall be considered for regular employment in any department if they are related to any supervisor of Okanogan County Electric Cooperative (OCEC) or Okanogan County Energy Inc. (OCEI).

2) No applicant shall be considered for regular employment at OCEC or OCEI if they are related to the General Manager.

3) As used in this policy, the term “related” shall include the following relationships:

- i. Spouse
- ii. Daughter or Daughter-in-law
- iii. Son or Son-in-law
- iv. Brother or Brother-in-law
- v. Sister or Sister-in-law
- vi. Mother or Mother-in-law
- vii. Father or Father-in-law

4) Should an unacceptable relationship, as defined above, develop within OCEC or OCEI as a result of marriage, the management shall have the responsibility to assure that no employee/supervisory relationship exists at the of the occurrence or at any time subsequent to the occurrence. Reassignment or transfer may be considered, provided there is a need and the individual(s) is qualified.

5) An employee/supervisory relationship is defined as when an employee has the power to recommend the appointment or promotion, or certify the salary, or the other employee. The term is not limited to upper levels of management, but includes all levels of management where these functions, or any one or more of them, in fact are performed, For example, a foreman is in a supervisory relationship with reference to those on his/her crew.

6) Any parties who were related (as defined in section 3 above) prior to the implementation of this policy will not be affected by this policy as long as no employee/supervisory relationship between such parties exists or develops within OCEC or OCEI.

III. RESPONSIBILITY

It shall be the responsibility of the general manager and the Board of Directors to assure that this policy is carried out.

ATTESTING:

President

Secretary

Date