



Option C

The following changes were made at the request of the Board:

Non-~~smoking~~Tobacco Use Policy

The District has a non-~~smoking tobacco use~~ policy for all of its facilities, District vehicles and customers' premises. Additionally, it is the policy of the District to hire ~~only non-smokerstobacco users to the extent possilbe.~~

Smoking, if done outdoors, must be far enough away from all entrances and air intakes to the building facilities and vehicles so the smoke stays outside of the buildings and vehicles and complies with Washington law prohibiting smoking within 25 feet of such entrances and air takes.

Employment of Relatives

To avoid the reality or appearance of improper influence, favor or conflict of interest, the District limits the hiring of individuals related by blood or marriage, or sharing living quarters with or having a romantic relationship with, a regular employee of the District.

Such a person will not be hired as a regular District employee under any of the following circumstances:

- o Where one of the parties would have authority (or practical power) to supervise, appoint, remove or discipline the other.
- o Where one party would be responsible for auditing the work of the other, or performing any payroll or benefits determination for the other.
- ~~o Where both parties would report to the same immediate supervisor.~~
- o Where other circumstances might lead to potential conflict among the parties or conflict between the interest of one or both parties and the best interests of the District.
- ~~o Where one of the parties is a policy level official of the District.~~

~~For the same reasons and for reasons of confidentiality, the District will not hire a close relative of a policy level official of any agency or organization currently dealing with the District,~~

~~or which could be reasonably expected to deal with the District in the future.~~

Existing employees will not be transferred or appointed to any position where the employee would enter a workplace relationship barred for new employees under this policy. However, the General Manager may approve such appointment or transfer when it is deemed by the General Manager to be in the best interest of the District and not likely to result in an actual conflict of interest.

When a real or potential conflict of interest occurs between employees due to nepotism or fraternization, the District, in the District's sole discretion, may transfer or terminate one of the employees.

The following statement is found in the introduction to the Employee Manual:

The Board of Commissioner's reserves the right to suspend, revise, supplement or repeal any policies or portions thereof in this Employee Manual at its sole discretion and as it deems appropriate.