



Pine-Strawberry Fire District

Member Relations

3.5

Subject: Hiring Relatives	Page: 1 of 2
Board Approval Date: 10/20/2022	Effective Date: 11/04/2022
Revision Approval Date: 04/17/2025	Revision Effective Date: 05/02/2025
Board Chair Signature & Date: <i>Charles Robinson</i> 4/17/2025	

I. POLICY:

The Pine-Strawberry Fire District (PSFD) allows the hiring and employment of relatives with restrictions.

II. PURPOSE:

- A. To establish the hiring practice or the employment of relatives, when and if a relative applies to work or is employed with PSFD.
- B. To ensure an environment without favoritism, nepotism, or conflict of interest for personal and business interactions and for conducting effective business.

III. SCOPE:

This policy applies to all members, volunteers, and Board members of PSFD.

IV. DEFINITIONS:

- A. Relative for this policy is defined as a spouse, domestic partner, father, mother, stepfather, stepmother, children, stepchildren, brother, sister, stepbrother, stepsister, grandparent, step grandparents, grandchildren, step grandchildren, aunt, uncle, niece, nephew, first cousin, in-laws, or in-law relatives.

V. PRACTICE:

- A. Relatives can be hired and employed with PSFD, but the member and relative must disclose the relative relationship.

B. The following restriction applies for hiring and employment of a relative within PSFD.

1. Relatives should not be on the same crew/shift.
2. Relatives cannot legally supervise relatives.
3. Per Arizona Statues, Board members cannot be relatives of any PSFD member.