

RESOLUTION

NO: [Title]

LIVINGSTON COUNTY

DATE: Click or tap to enter a date.

Resolution Authorizing an Exception to the Anti-Nepotism Policy - L.E.T.S.

WHEREAS, LETS has a need to fill an upcoming vacancy in the position of Operations Manager following the incumbent's notice of resignation; and

WHEREAS, the Operations Manager is a critical function that oversees daily LETS operations and supervises drivers, dispatchers, and maintenance personnel; and

WHEREAS, LETS has a highly qualified internal candidate who has more than 20 years of experience in both the driver and dispatcher roles and is currently serving as the Mobility Manager; and

WHEREAS, the LETS Director desires to promote the internal candidate to the Operations Manager position, but preexisting familial relationships with other LETS staff members preclude the promotion due to the County's Anti-Nepotism policy; and

WHEREAS, the LETS Director is requesting a one-time exception to the Anti-Nepotism Policy and proposes a change to the reporting structure for the internal candidate's two family members to avoid conflict with the Policy; and

WHEREAS, the applicant's two family members, one driver and one dispatcher, would normally report to the Operations Manager but will instead report to the Deputy Director, or to the Director in his absence, for all matters where potential conflicts could arise, including scheduling, time off, and annual performance evaluations.

THEREFORE BE IT RESOLVED that the Personnel Committee hereby authorizes a one-time exception to the County's Anti-Nepotism Policy to allow an internal candidate to fill the upcoming vacancy in the LETS Operations Manager position.

BE IT FURTHER RESOLVED that the conflict will be addressed by changing the reporting structure for the internal candidate's two family members who will report directly to the LETS Deputy Director, or to the Director in his absence.

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**MOVED:
SECONDED:
CARRIED:**