



POLICY

SUBJECT: Personnel Selection/Dismissal and Nepotism

POLICY: It shall be the policy of the Cooperative for the General Manager to recruit, hire, retain and dismiss employees.

The Cooperative shall not hire any person who is a “close relative” of a Board member, the General Manager or another employee to be an employee or contractor of the Cooperative unless specifically authorized by a vote of the Board of Directors.

A “close relative” is defined as anyone who is a spouse, child, grandchild, sibling, parent, aunt or uncle, niece or nephew or first cousin of any of the above individuals. Any such person who is a half-relative or step-relative of the above individuals shall also be included in the definition of “close relative”.

PROCEDURE: In the event a vacancy occurs within the Cooperative, it shall be the policy of the Cooperative, that the General Manager will take the necessary steps through advertising or other means to secure qualified applicants to fill the position vacancy. The General Manager shall be responsible for conducting personal interviews with applicants that he/she deems most qualified and in investigating references and conducting background checks on candidates in determining employment eligibility. The General Manager shall be responsible for selecting the person or persons to fill vacancies.

The General Manager also is empowered by the Board of Directors to dismiss employees for any lawful reason, or for no reason, if so warranted for the good of the Cooperative.

RESPONSIBILITY: General Manager and Board of Directors

DELAWARE COUNTY ELECTRIC COOPERATIVE, INC.

Personnel Selection and Dismissal
combined with

Personnel Selection and Nepotism	Jul 22, 2014
Revised by Board of Directors	Jan 26, 2016
Reviewed by Board of Directors	Dec 18, 2018
Reviewed by Board of Directors	Feb 22, 2022