

From: [Steven Rose](#)
To: [Jason Tedder](#)
Subject: RE: Hiring practices
Date: Friday, June 3, 2022 1:38:46 PM
Attachments: [image001.png](#)
[image002.png](#)
[image004.png](#)
[image008.png](#)

Hi Jason I apologize for the delay in answering your email. I have my responses below, let me know if you have any other questions.

Dear Mr. Rose,

Since we have been unable to connect on the phone or in person I will instead try you by email, this is time sensitive so I apologize for not being more patient to connect with you. I have studied the Personnel Code and can't find a few answers.

Is an at-will Assistant Department Head for an elected office a position that can be recruited and filled without a competitive hiring process? Including but not limited to, public notice of a job opening, an interview panel, and ranking? We require all county positions to follow the same transparent practices and follow the Merit Principles for government positions. We advertise all fulltime positions for a minimum of days and interview all candidates and make hiring decisions based on the qualifications of the position.

What are the standard County Hiring Practices or Policies for interviewing such a candidate? We encourage the hiring manger to interview at least 3-5 candidates and make a selection based on our merit principles.

The Nevada County ANTI-NEPOTISM POLICY P-5, States that:

“It is the policy of the County to prohibit the employment of relatives within the same department for reasons of supervision, safety, security and morale when necessary

for proper and efficient operations and delivery of County services.”

Can an elected department head have their spouse employed in the same office directly under his/her supervision? No our policy prohibits this.

Steve

Steve Rose, MHR, MA
Director of Human Resources
Human Resources Department
County of Nevada
☎ (530) 265-7046 (office)
☎ (530) 446-4609 (Cell)
(530) 265-9841 (fax)
Steven.Rose@co.nevada.ca.us



Need to schedule time with me: [Access my calendar here](#)

Confidentiality Notice: This email and any files transmitted with it are confidential and are intended solely for the use of the individual or entity to which they are addressed. If you are not the intended recipient, please notify the sender by reply email and destroy all copies of the original message.

From: Jason Tedder [REDACTED] >
Sent: Thursday, June 2, 2022 11:40 PM
To: Steven Rose <Steven.Rose@co.nevada.ca.us>
Subject: Hiring practices

CAUTION: This email is from an external sender. If you are not expecting this email or don't recognize the sender, consider deleting.

Do not click links or open attachments unless you recognize the sender and know the content is safe. If you have more questions search for Cybersecurity Awareness on the County InfoNet.

Dear Mr. Rose,

Since we have been unable to connect on the phone or in person I will instead try you by email, this is time sensitive so I apologize for not being more patient to connect with you. I have studied the Personnel Code and can't find a few answers.

Is an at-will Assistant Department Head for an elected office a position that can be recruited and filled without a competitive hiring process? Including but not limited to, public notice of a job opening, an interview panel, and ranking?

What are the standard County Hiring Practices or Policies for interviewing such a candidate?

The Nevada County ANTI-NEPOTISM POLICY P-5, States that:

“It is the policy of the County to prohibit the employment of relatives within the same department for reasons of supervision, safety, security and morale when necessary for proper and efficient

operations and delivery of County services.”

Can an elected department head have their spouse employed in the same office directly under his/her supervision?

Please let me know as soon as you can. Thank you!

Sincerely,

Jason Tedder

Nevada County Veteran for Integrity and Transparency



The information transmitted by this email is intended only for the person or entity to which it is addressed. This email may contain proprietary, business-confidential and/or privileged material. If you are not the intended recipient of this message, be aware that any use, review, retransmission, distribution, reproduction or any action taken in reliance upon this message is strictly prohibited. If you received this in error, please contact the sender and delete the material from all computers.