

RESOLUTION NO. 2021 – 1

**A RESOLUTION OF THE SCOTIA COMMUNITY SERVICES DISTRICT
BOARD OF DIRECTORS
AMENDING THE PERSONNEL POLICIES AND PROCEDURES**

WHEREAS, the Scotia Community Services District (“Scotia CSD”) is organized and operates pursuant to the California Government Code Section 61000, *et seq.*; and

WHEREAS, California Government Code Section 61045(g) requires the Board to adopt administrative policies, including personnel policies, for the operation of the Scotia Community Services District; and

WHEREAS, to provide direction on all personnel issues in the Scotia CSD, and to ensure the consistent application of all federal, state, local and District rules and regulations regarding District employees, it is necessary to adopt a personnel policy; and

WHEREAS, the Personnel Policies and Procedures required update to reflect the SCSD’s right to conduct a pre-employment physical for applicants responding to a job within the Operations Division of the District to ensure the applicant is able to perform the duties of the job with or without accommodation; and

WHEREAS, the original Personnel Policies and Procedures were adopted on January 21, 2016 under Resolution 2016-1 and was amended under Resolution 2018-18, 2019-22, 2020-4, 2020-11, and 2020-13 and is amended under this resolution, and may be amended again at any time.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Scotia Community Service District as follows:

Section 1: The Recitals set forth above are incorporated herein and made an operative part of this Resolution.

Section 2: The Scotia Community Services District Personnel Policies and Procedures, dated January 21, 2021, attached hereto as Exhibit “A” and by this reference made a part hereof, is hereby adopted as the official personnel policy and procedures of this District.

This resolution shall be effective upon its adoption.

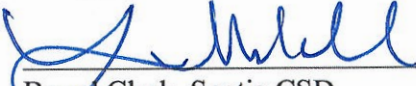
Dated: January 21, 2021

APPROVED:



Paul Newmaker, Board President, Scotia CSD

ATTEST:



Board Clerk, Scotia CSD
for Julie Hawkins