

**MEMORANDUM**  
JUNE 27, 2018

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**TO: ANDY MUELLER**

**FROM: HUNTER CAUSEY, PE**

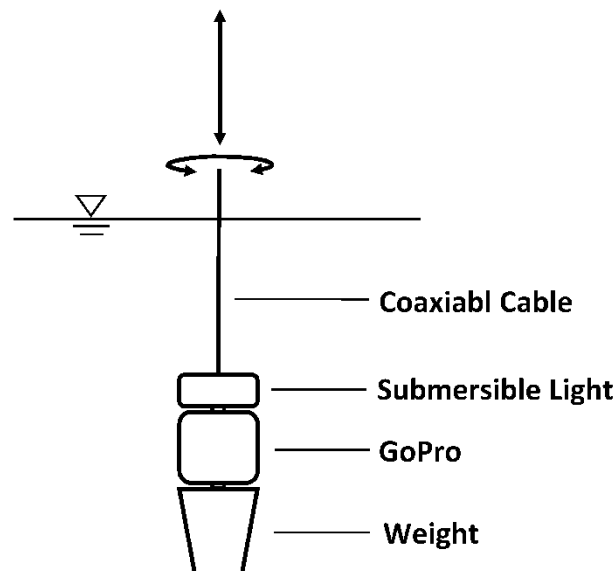
**SUBJECT: EXCEPTION FROM EMPLOYMENT POLICIES AND PROCEDURAL GUIDELINE**

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This memo is a request for an exception from paragraph 5.12 of the Employment Policies And Procedural Guideline (Policies and Guidelines), Assignment of Work Products. I would like the River District to refrain from enforcing the paragraph for an idea that I initially developed for River District purposes, but I think has utility outside the River Districts mission.

### **Idea Description**

In May of 2017 I developed a simple low cost method to inspect an inlet gate at Ritschard dam. The device consists of a weight, a camera with a submersible housing, and a coaxial cable which allows for a real time feed from the submerged camera. Figure 1 below illustrates the system.



**Figure 1**

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## Exemption Request

Section 5.12 of the Employment Policies And Procedural Guidelines addresses assignment of work products with the following language:

*“Employees are expected to promptly disclose and assign to the District all discoveries, concepts, ideas or research results (“informational”) that relate in any manner to the present or prospective work of the District. This includes all original works of authorship fixed in any medium. Failure of the employee to disclose and assign does not alter the fact that all such information remains property of the District.”*

I think this instance warrants an exception from the policy above because developing the idea into a manufactured and marketable device is well outside the River District’s strategic plan. I thoroughly appreciate my job and do not want pursuing this idea outside of my employment to interfere with my continued commitment to a career at the River District.