

# **ECTOR COUNTY NEPOTISM POLICY**

## **TEXAS NEPOTISM STATUTES**

In accordance with the Texas Nepotism Statutes, an elected or appointed official of the County shall not hire a relative related in the third degree of consanguinity (blood) or the second degree of affinity (marriage) to work in a department which he or she supervises.

The civil law method, as approved by the Texas Legislature in 1991 to be effective in August of that year, shall be used for determining degree of kinship. (See Nepotism Charts)

## **POLICY GUIDELINES**

Subject to the provisions of Article 5996, V.T.C.S. (Texas Nepotism Statutes), it is the policy of Ector County to permit the employment of relatives of employees subject to the following conditions: (1) no employee may serve on a selection board or committee that interviews, or considers for employment, a close relative; (2) no employee may work under the immediate or in-line supervision of a close relative; (3) two or more close relatives may not work in the same department or section of a department if such employment might result in supervision of a close relative; and (4) the employment of close relatives in positions which would conflict with conditions 1 – 3 must be approved by the Commissioners' Court prior to the date of employment.

## **RELATIONSHIP BY MARRIAGE**

When close relationships develop through the marriage of two employees, the same provisions apply as above unless otherwise approved by the Commissioners' Court.

## **WAIVER BY COMMISSIONERS' COURT**

When the interests of the County would be better served, the Commissioners' Court may waive these provisions.

## **CLOSE RELATIVE**

Close relative means: spouses; those individuals related by blood, adoption or marriage, who are living in the same household; siblings and parent/child relationships by blood, adoption or marriage.

## **TEMPORARY EMPLOYEES**

The nepotism prohibitions listed in this policy shall not apply in the case of temporary employees, except that temporary employees shall not be directly supervised or hired by relatives.

## **EXCEPTIONS**

These guidelines shall only apply to persons hired thirty (30) days after adoption of the Nepotism Policy by the Commissioners Court or to current employees whose relationship is created thirty (30) days after adoption of the policy.

**FORMER  
EMPLOYEES**

Former employees of Ector County who are considered for reemployment or reinstatement by the County will be regarded as new hires for purpose of this policy.

**POLICY APPROVED  
AND ADOPTED BY:**

**ECTOR COUNTY COMMISSIONERS COURT**

**DATE:**

**MARCH 8, 1999 (REVISED JANUARY 10, 2000)**