

ORDINANCE NO. 16-105

AN ORDINANCE OF THE CITY OF FORT STOCKTON, TEXAS, ADOPTING AMENDMENT NO. 2 FOR CALENDAR YEAR 2016 TO THE CITY OF FORT STOCKTON PERSONNEL POLICIES & PROCEDURES MANUAL, PROVIDING REVISION TO CHAPTER I – GENERAL & EMPLOYMENT, SECTION 1.3 NEPOTISM; & REPEALING ALL OTHER ORDINANCES OR PORTIONS THEREOF IN CONFLICT & PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Fort Stockton City Council has determined that the changes set forth would be in the best interest for personnel of the City of Fort Stockton.

NOW THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF FORT STOCKTON, PECOS COUNTY, TEXAS:

CHAPTER I - GENERAL & EMPLOYMENT

1.3 NEPOTISM

(Revision to Page 4, 2<sup>nd</sup> Paragraph)

The City of Fort Stockton permits the hiring of relatives if the applicant is qualified and selected by the Department Head/Supervisor. The primary consideration for placement is the proximity of the relatives' work area to each other. Only in extraordinary circumstances, and with the City Manager's approval, should an employee be directly or indirectly supervised by a relative.

A public official may not appoint, confirm the appointment of, or vote for the appointment or confirmation of the appointment of an individual to a position that is to be directly or indirectly compensated from public funds or fees of office if the individual is related to the public official within a degree described below:

1. *Consanguinity (Blood Relationships)*

1<sup>st</sup> Degree

Father  
Mother  
Son  
Daughter

2<sup>nd</sup> Degree

Grandfather  
Grandmother  
Grandson  
Granddaughter  
Brother  
Sister

3<sup>rd</sup> Degree

Great Grandfather  
Great Grandmother  
Great Grandson  
Great Granddaughter  
Uncle  
Aunt  
Nephew  
Niece  
First Cousin

2. *Affinity (Marriage Relationships)*

1<sup>st</sup> Degree

Spouse  
Father-in-Law  
Mother-in-Law  
Son-in-Law  
Daughter-in-Law

2<sup>nd</sup> Degree

Grandfather-in-Law  
Grandmother-in-Law  
Grandson-in-Law  
Granddaughter-in-Law  
Brother-in-Law  
Sister-in-Law

If any provisions, section, exception, subsection, paragraph, sentence, clause or phrase of this ordinance or the application of same to any person or set of circumstances, shall for any reason be held unconstitutional, void or invalid, such invalidity shall not affect the validity of the remaining provisions of this ordinance or their application to other persons or sets of circumstances and to this end all provisions of this ordinance are declared to be severable.

All ordinances or parts of ordinances inconsistent with the terms of this ordinance are hereby repealed; provided however, that such repeal shall be only to the extent of such inconsistency and in all other respects this ordinance shall be cumulative of other ordinances regulating and governing the subject matter covered by this ordinance.

This ordinance shall become effective after its approval and adoption upon first & final reading and its publication pursuant to law.

**APPROVED AND ADOPTED** this 14<sup>th</sup> day of March, 2016.

**CITY OF FORT STOCKTON**

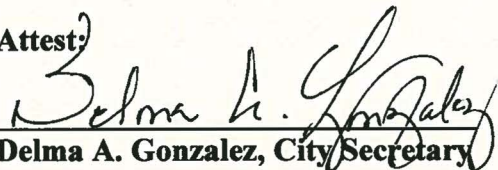


**Joe Chris Alexander, Mayor**



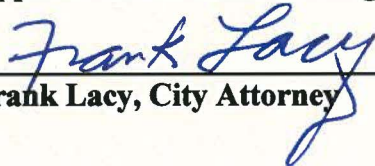
**Raul B. Rodriguez, City Manager**

Attest:



**Delma A. Gonzalez, City Secretary**

Approved As To Form & Legality:



**Frank Lacy, City Attorney**