



Personnel Policies

CITY OF WESLACO,
TEXAS

EMPLOYMENT OF RELATIVES

Originally Approved: 02/21/2006

Amended: 02/24/2009

08/07/2018

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Selection, assignment and appraisal of every employee should be as objective as possible. Where relatives are involved, it is difficult to appear objective, even under the most desirable situations. Therefore, the City will only hire relatives of current employees if the new employee works in a different department than the current employee. The City will not hire, promote or transfer a relative into a manager-subordinate relationship under any circumstances. For the purposes of this policy, "relative" means spouse, parent, child, grandparent, nephew, niece, sibling or in-law or anyone living in the same household.

Relatives considered for employment with the City must meet all job qualifications, and additionally, such hiring requires the prior approval of the City Manager.

In accordance with provisions of the Weslaco City Charter, a person who is a relative of the Mayor, the Commissioners, or the City Manager may not be appointed to any office, position, clerkship, or service to the City while that official is in office, if the person is related to the official within the second degree by marriage - affinity - (spouse, parent/child, brother, sister, grandparent, grandchild, uncle, aunt, cousin, niece, nephew), or related to the official within the third degree by blood – consanguinity - (all those listed above as second-degree plus great grandparent, great grandchild, great uncle, great aunt, or the child of a great aunt or great uncle).

In the event that the marriage or cohabitation of employees places them in violation of this policy, they will be given the opportunity to decide between themselves which of them will resign. If the employees fail to make this election within thirty (30) calendar days, the employee with the shorter length of service with the City will be discharged. At the City Manager's discretion, an employee may be transferred, provided there is an available position for which the employee is qualified.