

## 606 - NEPOTISM

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**Section 606.01  
County Policy on  
Nepotism**

All elected and appointed officials of the County are subject to the provisions of *Chapter 573, Degrees of Relationship; Nepotism Prohibitions*, of the Texas Government Code, which, in part, prohibits an elected or appointed official from appointing, confirming the appointment of, or voting for the appointment or confirmation of a relative to any position that is compensated from public funds or fees.

Certain exceptions are provided for relatives who are already employed before the official takes office, however, candidates for election may not influence the employment, compensation or status of a relative in the office to which they seek election.

The degrees of kinship via consanguinity (blood) to the third degree, and affinity (marriage) to the second degree, addressed by Chapter 573 and this policy are illustrated in Chart 6A on the following page.

**Section 606.02  
Supervision of  
Relatives**

It is the policy of Fort Bend County that Department Heads shall not hire nor influence the hiring of an individual in the department which he or she supervises, if the individual is related within the degrees of kinship illustrated in Chart 6A. Further, if two County employees are related within the degrees of kinship illustrated in Chart 6A and work for the same County department, the employees must not be placed in positions such that one relative supervises the other. At least two levels of supervision in the organizational structure of the department should separate the two related employees.

**Section 606.03  
Contract Employees**

A relative of an elected or appointed official of Fort Bend County shall not be hired on a contract basis unless all reasonable efforts are made by the Purchasing Department to get contract bids from other qualified individuals in the area (where bids are appropriate and necessary).

**Section 606.04  
Relations of Affinity  
Formed After  
Employment**

If employees become related by affinity (marriage) after employment with the County and a violation of this policy results, or if reorganization creates such a conflict, one of the related employees must transfer to another position in Fort Bend County so that the conflict is resolved. Such transfer must occur within 60 calendar days of the event if at all possible. An extension to the 60 days may be granted if a suitable position is not immediately available, however, long term exceptions are not permitted. One of the employees may be required to resign if an alternate position is not available.

**Section 606.05  
Violations**

Employees and candidates for employment are required to disclose any conflict with this policy that exists or will exist in the event they or a family member are hired, transferred or promoted to a position in the County. Failure to properly disclose such a conflict may result in discipline, up to and including termination of employment.

Policy Approved and Adopted By:  
Fort Bend County Commissioners Court  
July 20, 1993  
Revised: February 10, 2004  
Revised: March 27, 2012