

### 3.5 EMPLOYMENT OF RELATIVES (NEPOTISM)

Nepotism is the showing of favoritism toward a relative. The county forbids the practice of nepotism in hiring personnel or awarding contracts.

**Relationship to a Member of the Commissioners Court.** A person who is related within the second degree by affinity (marriage) or within the third degree by consanguinity (blood) to a member of the Commissioners Court may not be hired in a position that requires approval of the selection by the Commissioners Court.

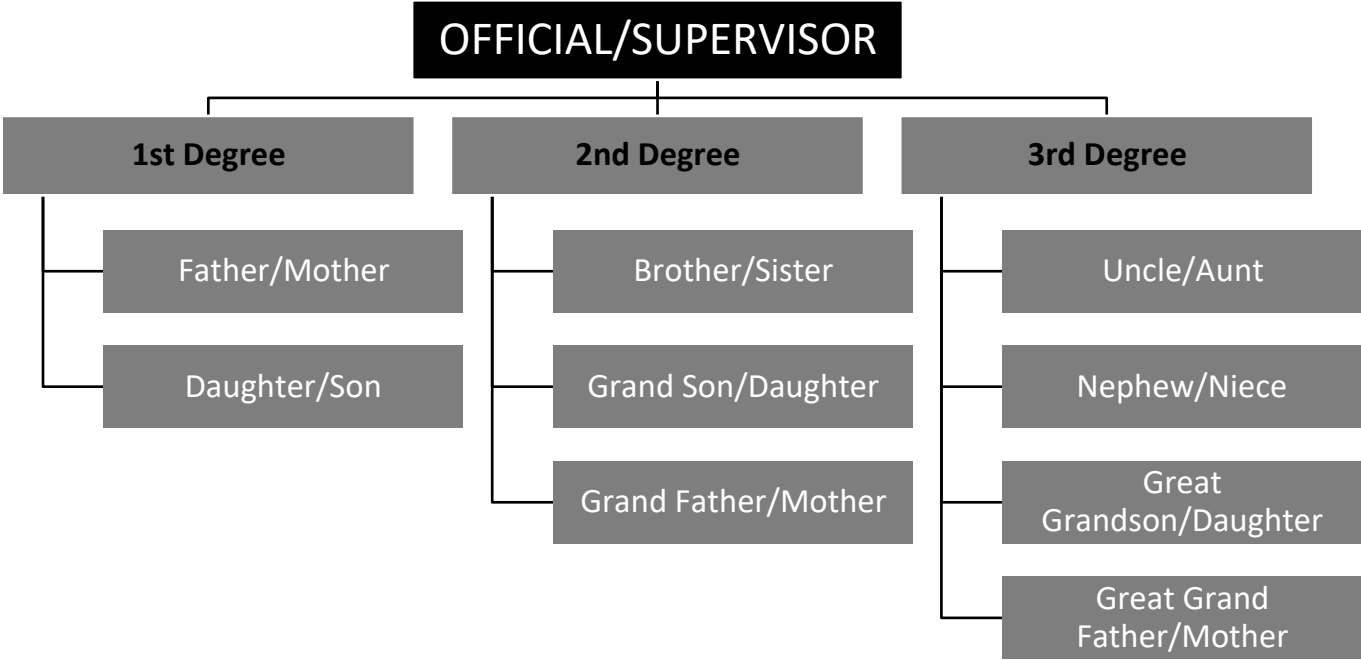
**Relationship to an Elected Department Head.** An elected Department Head may not hire a person if that person is related to the Department Head within the second degree by affinity (marriage) or within the third degree by consanguinity (blood).

**Determining Degree of Relationship.** Degree of relationship to a county official can be determined using the charts on the following page.

**Continued Employment of a Relative.** The employment must be prior and continuous, but the length of prior employment varies with the public official. If the public official is appointed, his relative must have held his/her position 30 days prior to the appointment of the public official. If the public official is elected at a special election, the employee relative must have held his/her position for 6 months prior. If the public official is elected at a general election for state & county officers, the employee relative must have held his/her position for one year prior to the election.

Texas Government Code Chapter 573, a Public Official of Austin County is prohibited from hiring a relative in the third degree of consanguinity (blood) or the second degree of affinity (marriage) to work in a department that he or she supervises or exercises control over.

# CONSANGUINITY KINSHIP CHART (RELATIONSHIP BY BLOOD)



# AFFINITY KINSHIP CHART

(Relationship by Marriage)

