
CITY OF PORT LAVACA

CITY COUNCIL MEETING: SEPTEMBER 14, 2026

AGENDA ITEM _____

DATE: AUGUST 31, 2026

TO: THE HONORABLE MAYOR AND CITY COUNCIL MEMBERS

FROM: BRITTNEY HOGAN, FINANCE DIRECTOR

SUBJECT: CONSIDER AMENDMENTS TO EMPLOYEE PERSONNEL HANDBOOK

BACKGROUND:

Topic: Chapter 2.07 Nepotism Policy

The City's current policy prohibits employees who are related from occupying positions within the same department. The policy also prohibits an employee from working directly for or supervising a relative and provides safeguards against conflicts of interest involving employment decisions.

The need to review this provision recently arose within the Police Department, where two brothers are interested in serving as police officers. Under the City's current policy, both individuals could not be employed within the Police Department solely because they are related, regardless of whether a supervisory relationship exists between them.

Staff believes the current restriction may be broader than necessary to accomplish the intent of the policy. In departments such as the Police Department, multiple employees may hold the same or similar classifications while operating under an established chain of command. The fact that two employees are related does not necessarily create a conflict of interest when neither employee supervises or exercises employment-related authority over the other.

Under the proposed policy, related employees would be prohibited from having authority or influence over one another in matters including:

- Hiring or promotion;
- Performance evaluations;
- Compensation or pay decisions;
- Discipline or termination;
- Scheduling and leave approval; and
- Other employment decisions affecting the related employee.

The proposed amendment provides the City greater flexibility in recruiting and retaining qualified employees while maintaining appropriate safeguards against nepotism, favoritism, and conflicts of interest.

Allowing relatives to work within the same department does not, by itself, create a supervisory conflict when the employees have separate responsibilities and neither employee has authority or influence over the other's employment.

The proposed change would therefore remove an unnecessary departmental restriction while maintaining the primary intent of the City's nepotism policy: ensuring that employment decisions are made objectively and without improper influence.

RECOMMENDATION:

Staff recommends that the Council approve the amendment to the policy.