

204 **Hiring of Relatives**

In accordance with Sec. 11.03 of the City Charter, no person related within the second degree by affinity (marriage relationship) or within the third degree by consanguinity (blood relationship) to any elected officer of the City, or to the City Manager, shall be appointed to any office, position, clerkship, or other service of the City. Relatives of all other persons employed by the City of Grapevine may be hired if they will not be directly supervising nor supervised by any relative within the first or second degree of affinity or within the first or second degree of consanguinity.

- .01 All employees hired prior to November 1991 who fall within the scope of this section, but are not in direct conflict with City Charter will be grandfathered.
- .02 Present or future employees may not be promoted nor transferred to a position which is in violation of this policy.
- .03 For the purposes of this policy, examples of these relationships include, but are not limited to:
 - (1) first degree affinity - spouse, spouse's mother, father, son, daughter;
 - (2) second degree affinity - spouse's brother, sister, grandmother, grandfather, granddaughter, grandson;
 - (3) first degree of consanguinity - employee's mother, father, daughter, son;
 - (4) second degree of consanguinity - employee's brother, sister, grandmother, grandfather, granddaughter, grandson;
 - (5) third degree consanguinity - employee's aunt, uncle, niece, nephew, great grandmother, great grandfather, great granddaughter, great grandson, great aunt, great uncle.

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