Interim City Manager
Shirley Holm

City Secretary
D'Ann Lane

City Attorney
Epi Ysassi

City of George West

Mayor
Andrew J. Garza

Mayor Pro-Tem
Jearl Rannefeld

Council
Tim Humphrey
Patricia Clifton
John Walker

406 Nueces Street • George West, Texas 78022
Phone 361-449-1556 • Fax 361-449-3030

ORDINANCE NO. 907

AN ORDINANCE OF THE CITY OF GEORGE WEST AMENDING SECTION V. EMPLOYEE BEHAVIOR AND ETHICS, SUB-SECTION N, TO REFLECT NECESSARY CHANGES TO THE POLICE DEPARTMENT PERSONNEL MANUAL

WHERAS, the City of George West, Texas, acting through its duly elected City Council, desires to enact certain Employment Policies and Procedures to promulgate rules regarding the George West Police Department personnel manual;

WHEREAS, the said Employment Policies and Procedures are A through U and attached hereto and made a part hereof for all intents and purposes; and

WHEREAS, the City of George West, Texas, acting through its duly elected City Council, desires to amend the City of George West Police Department Personnel Manual by adding the amendment items with said amendment to be codified;

NOW, THEREFORE, BE IT ORDAINDED BY THE CITY COUNCIL OF THE CITY OF GEORGE WEST:

SECTION 1.

V. EMPLOYEE BEHAVIOR AND ETHICS

I. POLICY

The Chief of Police must ensure the continued efficiency and effectiveness of the department while simultaneously reducing or eliminating conflicts of interest. To promote the welfare and good reputation of the department this order outlines procedures to ensure appropriate, accountable, and reasonable off-duty work.

II. PURPOSE

The purpose of this policy is to define regulations governing off-duty employment and conduct for

an officer who is employed in an off-duty capacity.

III. DEFINITIONS

A. Off-Duty Employment: Work not done as part of regular employment by this department but is performed or which provides services for compensation (a fee or otherwise), including self-employment. Volunteer charity work is excluded unless it involves law-enforcement duties.
B. Employment related to law enforcement: Off-Duty employment that may entail the use of law-enforcement powers granted by the State of Texas or the City of George West.
C. Probation: The period of time measured by three calendar year beginning with the date of hire.
D. Secondary employment: Any off-duty work for pay that is not related to law enforcement. Secondary employment that does not require sworn enforcement powers as a condition of employment and the work does not provide implied law-enforcement service.

IV. PROCEDURES

A. General.
    1. All employess are eligible to work off-duty employment subject to the requirements of this policy.
    2. No employee shall work off duty during a probationary period (excluding a probationary period involving a promotion).
    3. Employees on medical or sick leave, temporary disability, or light duty due to injury are ineligible for off-duty employment.
    4. An employee engaged in any off-duty employment may be called to duty in an emergency.

B. Secondary employment restrictions: conflict of interest.

Employment shall not in and of itself constitute a conflict of interest. A conflict of interest, as determined by the Chief of Police, is any activity that is inconsistent, incompatible, or in conflict with the duties, functions, or responsibilities of police department employment.

C. Restriction on off-duty employment that is law-enforcement related.

1. Employment related to law enforcement shall not exceed 16

SECTION 2. If any section, subsection, sentence, clause, phrase, or portion of this Ordinance is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed a separate, distinct, and independent provision and such holding shall not affect

the validity of the remaining portions of the Ordinance.

SECTION 3. Any previously enacted Ordinances found to be in conflict herewith are expressly repealed only to the extent that such conflict exists.

SECTION 4. This Ordinance shall become effective from and after the date of its final passage as provided by law.

FIRST READING PASSED and APPROVED this 9th day of September, 2021.

ATTEST:_____ SIGNED: _____
D'Ann Lane, Andrew Garza,
City Secretary Mayor

SECOND READING PASSED and APPROVED this _____day of _____, 2021.

ATTEST:_____ SIGNED: _____
D'Ann Lane, Andrew Garza,
City Secretary Mayor