

RESOLUTION NO. _____

A RESOLUTION OF THE CITY OF DENTON AMENDING POLICY NO. 10.00 ETHICS TO ENSURE THE CITY ESTABLISHES ETHICAL EXPECTATIONS, PROMOTES INTEGRITY, AND PROVIDES GUIDELINES TO PREVENT AN ACTUAL OR PERCEIVED CONFLICT OF INTEREST AND MISUSE OF CITY RESOURCES; CONTENT DISTINCT FROM THESE CORE ETHIC PHILOSOPHIES ORIGINALLY HELD IN POLICY NO. 10.00 ETHICS ARE NOW DELINEATED BY THE CREATION OF POLICY NO. 10.01 GIFT, MEALS, AND EVENT ATTENDANCE, POLICY NO. 10.02 NEPOTISM, POLICY NO. 10.03 SECONDARY EMPLOYMENT; AND DECLARING AN EFFECTIVE DATE.

WHEREAS, Policy No. 10.00 “Ethics” was originally adopted 2018,

WHEREAS, Policy No. 10.00 “Ethics” was last updated 2023,

WHEREAS, the Ethics Policy was originally developed as a set of concise sections outlining the ethical expectations established by the City. As these expectations became embedded within the City’s core values, it became necessary to articulate more comprehensively the underlying standards and principles upheld by the organization.

WHEREAS, City Policy No. 10.00 “Ethics” will be the separation of the 4 key areas into the general ethics provision and 3 other additional policies; and

WHEREAS, the updated City Policy No. 10.00 Ethics will hold the expectations and philosophy of ethical expectations in an understandable platform for employees; and

WHEREAS, new City Policy No. 10.01 “Gifts, Meals, and Event Attendance” establishes clear guidelines regarding the receipt and provision of gifts, meals, and event invitations by City employees in the course of their official duties; and

WHEREAS, new City Policy No. 10.01 “Gifts, Meals, and Event Attendance” increases the nominal value of acceptable amounts from \$25.00 to \$50.00; and

WHEREAS, new City Policy No. 10.02, “Nepotism” applies to both external candidates seeking initial employment or re-employment with the City, as well as current employees pursuing internal transfers or promotional opportunities; and

WHEREAS, new City Policy No. 10.03 “Secondary Employment” establishes guidelines for employees regarding secondary employment; and

WHEREAS, the City Manager recommends adoption of these revised and newly established policies and the City Council desires to adopt such policies; NOW, THEREFORE,

THE COUNCIL OF THE CITY OF DENTON HEREBY RESOLVES:

SECTION 1. The Policy Statement in “Ethics”, which is incorporated in this section, is hereby adopted as an official policy of the City of Denton:

POLICY STATEMENT: The City is committed to upholding the highest ethical standards to ensure public trust. This policy establishes ethical expectations, promotes integrity, and provides guidelines to prevent an actual or perceived conflict of interest and misuse of City resources. Misuse of City resources is prohibited. Employees must comply with City policies, ordinances, the Texas Public Information Act, the Texas Local Government Code, and other applicable State and Federal laws.

The Policy Statement in “Gift, Meals, and Event Attendance”, which is incorporated in this section, is hereby adopted as an official policy of the City of Denton:

POLICY STATEMENT: The purpose of this policy is to establish clear guidelines regarding the receipt and provision of gifts, meals, and event invitations by City employees in the course of their official duties. These standards are intended to prevent actual or perceived conflict of interest, promote ethical conduct, and ensure all business interactions are conducted with transparency, fairness, and public trust.

City employees must not accept or offer any item of value – regardless of the amount – if doing so could be reasonably perceived as influencing a business decision, creating a conflict of interest, or impairing the employee’s objectivity.

The Policy Statement in “Nepotism”, which is incorporated in this section, is hereby adopted as an official policy of the City of Denton:

POLICY STATEMENT: To uphold the integrity of the hiring process, prevent actual or perceived conflicts of interest, protect confidential information, and in alignment with the City of Denton’s core value of inclusion, the City prohibits the employment of individuals who are related, as defined by this policy, in certain positions or within specific departments.

This policy applies to external candidates seeking initial employment or re-employment with the City, as well as current employees pursuing internal transfers or promotional opportunities. By applying this policy consistently, the City fosters a fair, transparent, and inclusive workplace that supports equitable opportunities for all.

The Policy Statement in “Secondary Employment”, which is incorporated in this section, is hereby adopted as an official policy of the City of Denton:

POLICY STATEMENT: The City of Denton is committed to fostering a collaborative and inclusive environment while ensuring that quality service is delivered to the public. The purpose of this policy is to establish guidelines for employees regarding secondary employment. The City of Denton aims to protect both employees and the City from unintended consequences from secondary employment. Employees may engage in secondary employment provided that it does not conflict with their primary job responsibilities, negatively impact performance, or disrupt the operational efficiency of the organization.

SECTION 2. This Resolution only adopts and approves the “Policy Statement” portions of Policy No. 10.00 Ethics, Policy No. 10.01 Gift, Meals, and Event Attendance, Policy No. 10.02 Nepotism, and Policy No. 10.03 Secondary Employment of the City of Denton Policies and Procedures

Manual. The “Administrative Procedures” portion of the Policy on Policies, Administrative Directives, and Procedures is not a policy of the City Council but rather an administrative procedure describing the means and methods by which City management implements the Policy. The City Manager is authorized to amend and issue such administrative procedures and directives as deemed necessary to implement the Policy related to personnel and internal operational matters.

SECTION 3. The attached policy shall be filed in the official records with the City Secretary.

SECTION 4. This Resolution shall become effective immediately upon its passage and approval.

The motion to approve this ordinance was made by [_____] and seconded by [_____].

The ordinance was passed and approved by the following vote [__ – __ – __]:

	Aye	Nay	Abstain	Absent
Mayor Gerard Hudspeth:	_____	_____	_____	_____
Jordan Villarreal, District 1:	_____	_____	_____	_____
Nick Stevens, District 2:	_____	_____	_____	_____
Suzi Rumohr, District 3:	_____	_____	_____	_____
Joe Holland, District 4:	_____	_____	_____	_____
Brandon Chase McGee, At Large Place 5:	_____	_____	_____	_____
Jill Jester, At Large Place 6:	_____	_____	_____	_____

PASSED AND APPROVED this the _____ day of _____, 2026.

GERARD HUDSPETH, MAYOR

ATTEST:
KRISTI FOGLE, INTERIM CITY SECRETARY

BY: _____

