

Public Hearing

The Independence Town Council will hold a public hearing on Tuesday, February 10, 2026, at 6:00 pm, at the Independence Volunteer Fire Department located at 329 Davis Street; Independence, VA to take public comments on a proposed change to the Independence Town Code Ordinance Chapter 30.35 through 30.35. And to update the personnel policy updating administrative definitions for the nepotism policy.

- 1)The proposed change is to change the date of appointing a chairman to the standing committees to January instead of July each year to follow legislation.
- 2)To have only 4 acting committees.
 - a. Infrastructure Committee
 - b. Finance Committee
 - c. Personnel Committee
 - d. Community Development.
- 3)To add administrative definitions on the nepotism policy in the personnel policy.

COMMITTEES

§ 30.35 APPOINTMENT OF STANDING COMMITTEES.

(A) The Mayor shall, at the regular meeting in July **January** of each year, appoint a Chairperson from the Council/**Mayor** for each of the town standing committees.

(B) Each committee, unless otherwise stated, shall be composed of a Chairperson and two members of Council/**Mayor** chosen by the **Council**. **Mayor**

(C) The Mayor, Town Attorney and Town Manager may serve as ex officio members, as well as any other town staff member or consultant.

(D) The standing committees are as listed below.

(1996 Code, § 5-12)

§ 30.36 DUTIES OF **WATER COMMITTEE**. **INFRASTRUCTURE COMMITTEE**.

(A) All matters relating to policy for the water system of the town shall be referred to the **Infrastructure** Committee.

(B) The Committee shall annually review the guidelines for service and make any recommendations to the Council.

(1996 Code, § 5-13)

§ 30.37 DUTIES OF **SEWER COMMITTEE**. **INFRASTRUCTURE**

(A) All matters relating to policy for the sewer system of the town shall be referred to the **Infrastructure** Committee.

(B) The Committee shall annually review guidelines for service and make any recommendations to the Council.

(1996 Code, § 5-14)

§ 30.38 DUTIES OF **SOLID WASTE COMMITTEE**. **INFRASTRUCTURE**

All matters relating to general policy and special contracts for solid waste removal shall be referred to the Infrastructure Committee.

(1996 Code, § 5-15)

§ 30.39 DUTIES OF **COMMITTEE ON STREETS AND SIDEWALKS**. **INFRASTRUCTURE**

(A) The Committee on Streets and Sidewalks shall exercise general supervision over the streets and sidewalks of the town. It shall, from time to time, by a report in writing, recommend to the State Department of Highways or the Director of Public Works of the town such repairs and/or recommendations as it may deem advisable, describing where such work is needed.

(B) The Committee on Streets and Sidewalks shall recommend requests for streetlighting to the Council and shall annually (prior to July of each year) present to the Council recommendations for streets to be requested for introduction into the Department of Highways secondary system within the town.

(1996 Code, § 5-16)

§ 30.40 PERSONNEL COMMITTEE.

All matters relating to personnel shall be directed to the Personnel Committee. The Committee shall be responsible for keeping an updated copy of the personnel policy on file at the Town Hall.

(1996 Code, § 5-17)

§ 30.41 DUTIES OF TRAFFIC AND LAW ENFORCEMENT AND ORDINANCE COMMITTEE.

COMMUNITY DEVELOPMENT COMMITTEE

(A) All matters relating to public safety and ordinances of the town shall be referred to the **Community Development** Committee and the Town Attorney, who shall serve as adviser to the Committee.

(B) It shall be the duty of this Committee to make recommendations to the Council for passage of or amendments relating to ordinances.

(1996 Code, § 5-18)

§ 30.42 DUTIES OF BEAUTIFICATION COMMITTEE. COMMUNITY DEVELOPMENT COMMITTEE

(A) It shall be the duty of the Community Development Committee to organize and promote an annual cleanup month for April of each year.

(B) In March of each year, the Committee shall make recommendations to the Council for beautification projects to be carried out during the spring and summer months.

(1996 Code, § 5-19)

§ 30.43 DUTIES OF FINANCE COMMITTEE.

(A) Budgeting and Financial Planning

(B) Reporting & Monitoring the Towns finances

Nepotism

To avoid any appearance of conflict of interest or preferential treatment, the Town limits the employment and work assignment of employees, regardless of category, that are related to each other or to Town Council members. Members of the same family may work for the Town; however, no family member or Public Official may have direct or indirect supervisory control over their immediate family. The only exception to this rule is in response to an emergency situation. With respect to indirect supervision, employees in senior positions are responsible for recognizing situations in which employment interactions may violate this policy. When that happens, they are to recuse themselves for any involvement or decision making. If a relationship changes (ie, marriage) which results in a conflict of this policy, employees have three (3) months to remedy the situation.

Definitions for what related relative is: _____

- Immediate family: Parents
Children
Spouses

The **immediate family** is a defined group of relations, used in rules or laws to determine which members of a person's family are affected by those rules. It normally includes a person's parents, siblings, spouse, children, and parents-in-law after marriage.^[1] It can contain others connected by birth, adoption, marriage, civil partnership, or cohabitation, such as grandparents, grandchildren, aunts, uncles, siblings-in-law, half-siblings, cousins, adopted children, step-parents/step-children, and cohabiting partners.^[2] The term **close relatives** is used similarly.