

OUTSIDE EMPLOYMENT
#270

1.0 Employees of Davis County shall not engage in any outside employment which in any way interferes with the proper performance of their duties or which results in a conflict of interest. Employees shall not engage in outside employment activities while on duty.

1.1 Employees are prohibited from using County buildings, vehicles, uniforms, supplies, or equipment in any outside employment.

1.2 Employees are prohibited from inferring or representing they are acting as an employee of Davis County while engaged in outside employment activities. Employees are prohibited from inferring or representing that Davis County is involved in or endorses outside employment activities in which the employee is engaged.

1.3 In addition, Davis County elected officials and employees are prohibited from participating in commercial endorsements and commercial advertisements involving the use of their County job titles, uniforms, letterhead or other County resources.

2.0 Employees cannot engage in outside employment if they are on one of the following leaves: Relief, Family Medical, Maternity, Jury, Funeral, Sick, Workers Compensation, or Leave Without Pay. Employees may engage in outside employment if they are on vacation leave or using compensatory time.

3.0 Employees violating this policy or refusing to comply may be disciplined; or, if the Administrative Officer determines that outside employment of a County worker is not in the County's best interest, the employee may be required to :

- A. Modify outside employment to the satisfaction of the Administrative Officer, or
- B. Terminate outside employment, or
- C. Terminate employment with Davis County.