



MASON COUNTY FIRE DISTRICT #4

TITLE: CONFLICTS OF INTEREST

CHAPTER: 2000 NUMBER: 2080 APPROVED: 10-07-2008

APPROVED: Signature on file Bob Burbridge, Chief

Outside Employment/Conflicts of Interest

Employees of the Fire District shall not, directly or indirectly, engage in any outside employment or financial interest which may conflict or interfere with the employee's ability to perform his/her assigned job. Examples include, but are not limited to, outside employment which:

- (1) Prevents the employee from being available for work beyond normal working hours, such as emergencies or peak work periods, when such availability is a regular part of the employee's job;
- (2) Is conducted during the employee's work hours;
- (3) Utilizes telephones, computers, supplies, or any other resources, facilities or equipment;
- (4) Is employment with a firm which has contracts with or does business with the Fire District or;
- (5) May reasonably be perceived by members of the public as a conflict of interest or otherwise discredits public service.

An employee who chooses to have an additional job, contractual commitment or self-employment, may do so provided he/she obtains prior approval from the Fire Chief or his/her designee. Each employee engaged in outside employment shall file a notice of intent to continue such employment prior to December 31 of each year.

Political Activities

Members may participate in political or partisan activities of their choosing provided that Fire District resources and property are not utilized, and the activity does not adversely affect the responsibilities of the employees in their positions. Employees may not campaign on time or in a uniform or while representing the Fire District in any way.

Any member who meets with or may be observed by the public or otherwise represents the to the public, while performing his/her regular duties may not wear or display any button, badge or sticker relevant to any candidate or ballot issue during working hours. Employees shall not solicit, on property or time, for a partisan political cause contribution. Except as noted in this policy, employees are otherwise free to fully exercise their constitutional First Amendments Rights.