



Conflict of Interest

Presented by

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Conflict of Interest

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Tracking of Changes

Item in Ordinance Being Moved	New Location of Item
Gift and Favors	Conflicts of Interest Policy
Conflicts of Interest	Conflicts of Interest Policy
Outside Employment	Conflicts of Interest Policy
Limitations of Employment of Relatives	Conflicts of Interest Policy
Limitations of Consensual or Sexual Relationships	Conflicts of Interest Policy
IT Acceptable Usage	IT Acceptable Usage Policy
Social Media	IT Acceptable Usage Policy
Leave – Adverse Weather Conditions and Disasters	Inclement Weather Policy





Policy Overview

Brief Synopsis – Approval Requested



Key Considerations

- **Clearer definitions of Conflict of Interests including gifts, potential conflicts, secondary employment and consensual relationships with other employees**
- **Clear guidance to County Management and Employees how to handle conflicts of interests**
- **Requires tracking of all real and potential conflicts of interest**



Key Concepts

- **General Conflict of Interest**
- **Conflict Tracking**
- **Secondary Employment**
- **Employment of Relatives**
- **Consensual relationships between employees**



Board's Role

- **Adopts and reviews policy**
- **Responsible for oversight of Board appointed employees in regards to policy**



Other Policies Impacted

- Acceptable IT Usage
- Vehicle Usage
- Inclement Weather



Next Steps

- **Board adoption** of Policy
- **Implementation** of new policy and procedures effective upon approval

