Conflict of Interest

Presented by
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Conflict of Interest

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## Tracking of Changes

<table>
<thead>
<tr>
<th>Item in Ordinance Being Moved</th>
<th>New Location of Item</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gift and Favors</td>
<td>Conflicts of Interest Policy</td>
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<tr>
<td>Outside Employment</td>
<td>Conflicts of Interest Policy</td>
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<tr>
<td>Limitations of Employment of Relatives</td>
<td>Conflicts of Interest Policy</td>
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<tr>
<td>Limitations of Consensual or Sexual Relationships</td>
<td>Conflicts of Interest Policy</td>
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<tr>
<td>IT Acceptable Usage</td>
<td>IT Acceptable Usage Policy</td>
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<td>Social Media</td>
<td>IT Acceptable Usage Policy</td>
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<tr>
<td>Leave – Adverse Weather Conditions and Disasters</td>
<td>Inclement Weather Policy</td>
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</tbody>
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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