

Grant County Personnel Policy

DATE ISSUED: 10/11/2017	EFFECTIVE DATE: 10/11/2017
APPROVED:  Cindy Carter, Chair, Board of County Commissioners	10-09-17 Date Signed
LAST REVISED: 07/25/17	CONTACT: Human Resources

507 – Conflicting Outside Activities/Moonlighting

507.1 Moonlighting

- 507.1.1 Regular employees considering outside employment or association membership must ensure that such activity does not interfere or conflict with their employment at Grant County. Policy 200, Section 209, Conflicts of Interest, should be consulted for specifics and examples of conflicts of interest.
- 507.1.2 Employees must not accept a position which would pose a conflict of interest, compete with or negatively affect their performance at Grant County, or which requires the use of Grant County property. Employees are to inform their supervisors of any prospective employment in addition to that of Grant County.
- 507.1.3 Specific policies regarding conflicting outside activities may vary between offices/departments, based on the nature of service, labor contracts, and/or federal and/or state regulations. The employee's supervisor will inform the employee of his or her office/department's policy. Employees may be required to inform their supervisors of any employment or outside activities in addition to that of Grant County.

507.2 Political Activities

- 507.2.1 Grant County employees may participate in political or partisan activities of their choosing provided that County 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 County time or in a County uniform, or while representing the County in any manner. Employees may not allow others to use County facilities or funds for political activities, except as otherwise allowed by law.
- 507.2.2 Any County employee who meets with the public, may be observed by the public, or otherwise represents the County to the public while performing 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 a contribution for partisan political cause(s) on County time or County property, except in specific cases, such as the Fair or Museum.

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