

Utah County Human Resource Management Policy 4-7000: Ethics and Conflicts of Interest

Purpose

It is the purpose of this policy to delineate when, and under what conditions, Utah County career service employees may participate in outside employment.

I. Policy

Employees shall not use their County position, or any influence, power, authority, or confidential information derived therefrom or County time, equipment, property or supplies for the private gain of any person or persons.

II. Procedures

- A. Employees shall not receive outside compensation for their performance of County duties except in cases of:
 1. Awards for meritorious public contribution, publicly awarded.
 2. Receipt of honoraria or expenses paid for papers, talks, demonstrations, or appearances made by employees with the approval of the County Commission, or on their own time for which they are not compensated by the County, and which are not prohibited by these rules.
 3. Receipt of usual social amenities, ceremonial gifts, or advertising gifts.
- B. An employee may not accept economic benefit tantamount to a gift, under Section 17-16a-4 of the Utah Code, nor accept other compensation that might be intended to influence or reward the employee in the performance of official business.
- C. An employee shall declare a potential conflict of interest when required to do or decide something that could be interpreted as a conflict of interest. County managers shall then excuse the employee from making decisions or taking actions that may cause a conflict of interest.
- D. When an employee is required by the responsibilities of his or her position to take an action or make a decision which could be interpreted as a conflict of interest, the employee shall declare the potential conflict and may be excused by the County Commission from so acting.

III. References