

LAMPASAS COUNTY PERSONNEL POLICIES

SECTION 1. EMPLOYMENT PRACTICES

1.5 CONFLICT OF INTEREST

EMPLOYEES OF LAMPASAS COUNTY SHALL NOT ENGAGE IN ANY EMPLOYMENT, RELATIONSHIP OR ACTIVITY WHICH COULD BE VIEWED AS A CONFLICT OF INTEREST BECAUSE OF THE POTENTIAL OR APPEARANCE OF AFFECTING THE EMPLOYEE'S JOB EFFICIENCY OR WHICH WOULD REDUCE HIS/HER WORK RESPONSIBILITY AS A COUNTY EMPLOYEE.

EMPLOYEE'S INVOLVED IN CONFLICT OF INTEREST SITUATIONS SHALL BE SUBJECT TO DISCIPLINE, UP TO AND INCLUDING TERMINATION.

PROHIBITED

ACTIVITIES WHICH CONSTITUTE A CONFLICT OF INTEREST SHALL INCLUDE BUT NOT BE LIMITED TO:

A. SOLICITING, ACCEPTING, OR AGREEING TO ACCEPT FINANCIAL BENEFIT, GIFT, OR FAVOR, OTHER THAN FROM THE COUNTY, THAT MIGHT REASONABLY TEND TO INFLUENCE THE EMPLOYEE'S PERFORMANCE DUTIES FOR THE COUNTY OR THAT THE EMPLOYEE KNOWS OR SHOULD KNOW IS OFFERED WITH THE INTENT TO INFLUENCE THE EMPLOYEE'S PERFORMANCE:

B. ACCEPTING EMPLOYMENT, COMPENSATION, GIFTS, OR FAVORS THAT MIGHT REASONABLY TEND TO INDUCE THE EMPLOYEE TO DISCLOSE CONFIDENTIAL INFORMATION ACQUIRED IN THE PERFORMANCE OF OFFICIAL DUTIES.

C. ACCEPTING EMPLOYMENT, COMPENSATION, GIFTS, OR FAVORS THAT MIGHT REASONABLY TEND TO IMPAIR INDEPENDENCE OF JUDGMENT IN PERFORMANCE OF DUTIES FOR THE COUNTY.

D. MAKING ANY PERSONAL INVESTMENT THAT MIGHT REASONABLY BE EXPECTED TO CREATE A SUBSTANTIAL CONFLICT BETWEEN THE EMPLOYEE'S PRIVATE INTEREST AND HIS/HER DUTIES FOR THE COUNTY.

E. SOLICITING, ACCEPTING, OR AGREEING TO ACCEPT A FINANCIAL BENEFIT FROM ANOTHER PERSON IN EXCHANGE FOR HAVING PERFORMED DUTIES AS A COUNTY EMPLOYEE IN FAVOR OF THAT PERSON.