

Violation of the fraternization policy described in this paragraph will result in the employee of lower rank being administratively separated from County employment.

County employees who are not in managerial or supervisory roles may fraternize outside of the workplace as long as the relationships do not have a negative impact on their work or the work of others. Adverse workplace behavior—or behavior that affects the workplace that arises from fraternization will not be tolerated.

Any relationship between employees that interferes with the County’s teamwork, the harmonious work environment, or the productivity of employees, may result in discipline up to and including termination.

Other Employment

Dual Employment. No county employee shall work dual employment unless the County Administrator specifically finds it necessary for the effective management of the County.

Outside Employment. Outside employment shall in no way conflict with or be detrimental to the employee’s work for the County. Any employee currently engaged in or considering outside employment must immediately report such activity or interest to the department head in writing and may not continue or begin such employment without the consent of the department head and approval of the Administrator. The writing along with the determination of the department head and Administrator shall be placed in the employee’s personnel file. Approved requests shall be subject to periodic review.

Political Activity

No employee shall use or promise to use, directly or indirectly, any official authority or influence, whether possessed or anticipated, to secure or attempt to secure for any person an appointment or advantage in appointment to a position within the County, or an increase in pay or other advantage in employment in any such position, for the purpose of influencing a vote or political action of any person.

County employees may participate in both partisan and nonpartisan political activities other than County elections. Employees are prohibited from taking part in any political campaign or referenda while on duty. Employees may not directly or indirectly, solicit, receive or be in any manner involved in soliciting, obtaining, or receiving any monetary contribution or assistance,