

SECTION 19.0

PROHIBITED ACTIVITIES

19.1 General Policy

No employee of Sutter County shall engage in any employment, activity, or enterprise for compensation which is inconsistent, incompatible, in conflict with, or inimical to his or her duties as a County officer or employee or with the duties, functions, or responsibilities of the appointing authority or Sutter County.

19.2 Prohibitions

General, Supervisory, Professional, Confidential and Management Units, Deputy County Counsels & Assistant County Counsel

No employee of Sutter County shall:

- (a) Represent or counsel for compensation any individual, group of individuals, or private or public organization in legal or administrative actions against Sutter County.
- (b) Use for private gain or advantage Sutter County time, facilities, equipment, or supplies, or his or her badge, uniform, prestige, or influence as a Sutter County officer or employee.
- (c) Receive or accept compensation or other consideration from anyone other than Sutter County, for the performance of an act which the officer or employee would and could render during the regular work hours as part of such officer's or employee's assigned or prescribed duties.
- (d) Be involved in employment outside of his or her duties with Sutter County which would represent a conflict of interest as defined by law.
 1. Outside employment involves the use for private gain or advantage of his or her local agency time, facilities, and supplies, or the badge, uniform, prestige, or influence of his or her local agency office or employment, or
 2. Outside employment that presents the potential to create private gain or utilize the advantage of his or her local agency time, facilities, and supplies, or the badge, uniform, prestige, or influence of his or her local agency office or employment, or
 3. Outside employment involves receipt or acceptance by the officer or employee of any money or other consideration from anyone other than his or her local agency for the performance of an act, which the officer or employee, if not performing such act, would be required or expected to render in the

regular course of hours of his or her local agency employment or as part of his or her duties as a local agency officer or employee, or

4. Outside employment involves the performance of an act in other than his or her capacity as a local agency officer or employee which may later be subject directly or indirectly to the control, inspection, review, audit, or enforcement of any other officer or employee or the agency by which he or she is employed, or
5. Outside employment involves time demands as would render performance of his or her duties as a local agency officer or employee less efficient.

(Amended 11/17/20, Confidential Unit Agreement)

(Amended 11/17/20, Resolution 20-061, Management Unit)

(Amended 11/17/20, Deputy County Counsels & Assistant County Counsel Agreement)

(Amended 3/23/21, General, Supervisory, and Professional Units MOU)

Probation Officers Safety, and Fire Safety Units

No employee of Sutter County shall:

- (a) Represent or counsel for compensation any individual, group of individuals, or private or public organization in legal or administrative actions against Sutter County.
- (b) Use for private gain or advantage Sutter County time, facilities, equipment, or supplies, or his or her badge, uniform, prestige, or influence as a Sutter County officer or employee.
- (c) Receive or accept compensation or other consideration from anyone other than Sutter County, for the performance of an act which the officer or employee would and could render during the regular work hours as part of such officer's or employee's assigned or prescribed duties.
- (d) Be involved in employment outside of his or her duties with Sutter County which would represent a conflict of interest as defined by law.

(Adopted by the Sutter County Board of Supervisors 1/27/09)

19.3 Disciplinary Action

Any employee who receives compensation or other consideration for an act prohibited by this Section shall be subject to the disciplinary actions and have the appeal rights as outlined under Section 18 of this Division.

(Adopted by the Sutter County Board of Supervisors 1/27/09)