



**MESCAL J-6
FIRE DISTRICT**

**STANDARD OPERATING
POLICY # 027**

*Conflict of Interest /
Outside Employment*

I. PURPOSE

To protect the integrity of District information, services, and member efforts.

II. SCOPE

This policy applies to all members of the MJFD.

III. POLICY

It is the policy of the MJFD that all members shall avoid any activity, practice, employment or act which might create a conflict between one's personal interest and one's volunteer employment with the District.

IV. GUIDELINES

- A. No member of the District may accept other employment in any organization that does business with MJFD or is a competitor of MJFD, unless the member has received prior approval from the Fire Chief.
- B. While MJFD expects that its' members may have other employment, it does insist that a member's job may not reflect unfavorably on the District.
- C. If a member is receiving Worker's Compensation benefits from another employer, he shall be required to turn in his District equipment and pager and not respond to any emergency calls. Upon submission of a medical release from a physician, the member shall be allowed to return to active status.
- D. If a member or a member of the member's immediate family has a financial interest in an organization which does business with MJFD, and the interest might be sufficient to affect the member's decisions or actions, the member must fully disclose the interest to the Fire Chief and must not represent the District in any related transactions.
- E. No member or member of the member's immediate family shall accept or solicit any gift, service, special accommodation or other favors from any current or potential customers with whom MJFD does business. This policy does not preclude normal, ethical business practices such as token luncheons, token gifts, advertising items such as pens, pencils, and calendars, or other gifts of nominal value.
- F. No member shall directly or indirectly, give, offer or promise anything of value to any representative of any organization in connection with any transaction or business that MJFD may have with the organization.
- G. No member shall accept a reward, fee, gratuity, or gift of more than a nominal value from any person or entity in exchange for performance of duties or service.
- H. No member shall engage in conduct that is disloyal, disruptive, competitive or damaging to the reputation of the District.



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- I. Because it is not possible to describe every situation which could arise involving potential conflicts of interest, members are asked to carefully evaluate any activity which could be construed as potentially conflicting with their employment and to seek advice from the Fire Chief regarding such activity.

Approved by the Mescal-J6 Fire District Governing Board on August 3rd, 2015. Replaces February, 2012