



8.4. Outside Employment and Conflicts of Interest. Employees may not engage in any outside employment or financial interest which may conflict, in District 's opinion, with the best interests of District or interfere with the employee's ability to perform their assigned District job.

8.4.1. Examples include, but are not limited to, outside employment which:

- (a). Prevents the employee from being available for work beyond normal working hours, such as emergencies or peak work periods, when such availability is a regular part of the employee's job.
- (b). Is conducted during the employee's work hours with the District .
- (c). Utilizes District telephones, computers, supplies, or any other resources, facilities or equipment.
- (d). Is employment with a firm which has contracts with or does business with District if their position with the pool is one of influence or decision-making in an area that overlaps with the other firm.
- (e). May reasonably be perceived by members of the public as a conflict of interest.

8.4.2. An employee who chooses to have an additional job, contractual commitment or self-employment that does not cause a conflict of interest may do so provided they obtain prior approval from the management. Any employee engaged in outside employment which is found to be in conflict with the requirements of this policy may be required to resign from such outside employment or be terminated from Mt. Rainier Pool Metropolitan Park District.

8.4.3. Any outside employment that could potentially interfere with emergency call-out situations must be reported to the employee's supervisor. If, after accepting outside employment, situations arise which could interfere with the employee's job, the employee needs to immediately report those situations to their supervisor.