



**Board Policy No. 320**  
Outside Employment Policy

**SUBJECT CATEGORY:** SECTION 300,  
PERSONNEL

**320: Outside Employment**

320.1 No District employee shall be permitted to accept employment in addition to or outside of District service if:

- a) The additional or outside employment leads to a conflict of interest, or potential conflict of interest, for said employee; or
- b) The nature of the additional or outside employment is such that it will reflect unfavorably on the District; or
- c) The duties to be performed in the additional or outside employment are in conflict with the duties involved in District service; or
- d) The outside employment presents a foreseeable risk of injury that would interfere with the employee's responsibilities to the District.

320.2 No District employee is permitted to accept full-time paid professional work with another fire, medical or emergency response agency, nor with a law-enforcement agency.

320.3 An employee who does have additional or outside employment is not permitted to use District records, materials, equipment, facilities, or other District resources in connection with said employment.

320.3 District employees with outside employment as of the date of adoption of this Policy 320 may keep such employment at the discretion of the Fire Chief.

Adopted: November 13, 2019

  
Clerk of the Board

  
Board President