

2.6 CONFLICT OF INTEREST

County officers and employees are expected to avoid any actual conflict of interest with their public duties as well as the appearance of a conflict of interest. For this reason, it is the policy of the county not only to comply with state law regarding conflict of interest by county officials, but also incorporate into its policies additional standards for employees that parallel the requirements that apply to state employees. These are as follows:

County Elected Officials Members of the Commissioners Court as well as other elected county officials will not participate in a discussion, vote or decision in which the member or official or his or her family member who is related within the second degree by affinity (marriage) or within the third degree by consanguinity (blood) has a substantial interest.

County Employees A county employee may not:

- solicit or accept or agree to accept a financial benefit, other than from the county, that might reasonably tend to influence his or her performance of duties for the county or that he or she knows or should know is offered with intent to influence the employee's performance;
- accept employment or compensation that might reasonably induce him or her to disclose confidential information acquired in the performance of official duties;
- accept outside employment or compensation that might reasonably tend to impair independence of judgment in performance of duties for the county;
- make any personal investment that might reasonably be expected to create a substantial conflict between the employee's private interest and duties for the county; or
- solicit or accept or agree to accept a financial benefit from another person in exchange for having performed duties as a county employee in favor of that person.