

## **CHAPTER 12**

### **Solicitation, Conflict of Interest & Political Activity**

#### **A. Solicitation**

Employees may not distribute literature or printed materials of any kind, sell merchandise, solicit financial contributions, or solicit for reasons of personal gain, unless approved by the department manager.

#### **B. Conflict of Interest**

No employee will engage in any activity or enterprise which conflicts with his/her duties as a city employee or with the duties, functions, and responsibilities of the department in which he/she is employed. The following activities will be considered a conflict of interest in city employment and it should be noted that the list of activities deemed to be conflicts are not intended to be all-inclusive.

1. Any employment, activity or enterprise which involves the use, for private gain, of the City's time, facilities, equipment, or supplies or the badge, uniform, prestige, or influence of the office of employment;
2. Involves the receipt or acceptance by an officer or employee of any money or other consideration from anyone other than the City for the performance of an act which an officer or employee would be required or expected to render in the regular course of city employment or as part of his/her duties as a city employee;
3. Involves the performance of an act in other than his/her capacity as a city officer or employee which may later be subject, directly or indirectly, to the control, inspection, review, audit, or enforcement by such officer or employee of the department by which they are employed;
4. Involves so much of the employee's time that it impairs his/her attendance and efficiency in the performance of his/her duties as a city officer or an employee.

#### **C. Prohibition of Political Activity**

1. No exempt/nonexempt or temporary employee will take part in any election held for the purpose of electing members of the City Council or other elective municipal office of the City of Avondale except for casting his/her individual ballot.
2. No employee will be a candidate for the office of City Council. Any employee desiring to hold such office will resign from his/her position upon filing for the office. Employment will terminate upon filing for the office of City Council by any employee.

3. Political activity on the national, state or county level is unrestricted, except that any employee desiring to hold such office will refrain from any campaign activity while on duty as an employee or while wearing the uniform or insignia of the City. The state level includes any governmental subdivision of the State except the City of Avondale.