

**CARMICHAEL WATER DISTRICT
POLICY MANUAL**

POLICY 3020: Outside Employment

3020.10 No Carmichael Water District (District) full time regular 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, 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.

3020.20 An employee who does have additional or outside employment shall not be permitted to use District records, materials, equipment, facilities, or other District resources in connection with said employment.