Resolution 25 - 135

Jasper County Policy: Outside Employment

Employees are permitted to engage in other employment or to hold other jobs, subject to certain restrictions as outlined in this section. Employees are cautioned to carefully consider the demands that additional work activity will create before accepting other employment.

Other employment must not compete with, conflict with, or compromise the County's interests, or adversely affect job performance, and the ability to fulfill all job responsibilities. Your safety and productivity are important to us; therefore, other employment will not be considered an excuse for poor job performance, absenteeism, tardiness, leaving early, refusal to travel, or refusal to work overtime or different hours. If the County determines that an employee's other employment interferes with their performance at the County, the employee may be asked to terminate the other employment.

Employees who have accepted other employment may not use sick leave pay to work at the other job. Fraudulent use of sick leave pay will result in disciplinary action, up to and including termination of employment.

Employees are also prohibited from performing any services during non-working time that are normally performed during working time on behalf of the County. This prohibition also extends to the unauthorized use of any County tools or equipment and the unauthorized use or application of any County confidential information.

Resolution adopted this 9th day of September 2025

Brandon Talsma, Chairman

Attest:

RECORDED IN BOARD OF SUPERVISORS MINUTES BOOK 22 09/09/2025 PAGE