
From: Diaz-Greco, Gilma M. (COE)
Sent: Wednesday, July 15, 2015 10:51 AM
To: Sanchez, Rodzandra (COE)
Cc: Perez, Martha D. (COE)
Subject: FW: Carmen Bofill, Clerk 3, Miami-Dade Elections Department (Outside Employment) INQ 15-138
Attachments: Outside employment Memo 2014 amended (3).doc; INQ 09-126 Carmona, L. Question & Response.pdf

[INQ 15-138 Bofill](#)

From: Diaz-Greco, Gilma M. (COE)
Sent: Wednesday, July 15, 2015 10:50 AM
To: Bofill, Carmen (Elections)
Cc: Centorino, Joseph (COE)
Subject: Carmen Bofill, Clerk 3, Miami-Dade Elections Department (Outside Employment) INQ 15-138

Dear Ms. Bofill:

You asked whether a County employee who serves as a volunteer County Reserve Police Officer (CRPO) is required to file an Outside Employment Statement.

The Ethics Commission has generally defined outside employment as providing personal services, other than to Miami-Dade County, that are compensated or customarily eligible to be compensated. *See* COE Outside Employment Memo 2014(attached). However, volunteer work that is generally not compensated is not considered outside employment. *Id.* We have been advised that County employees that serve as CRPOS serve in an unpaid volunteer capacity. Consequently, County employees serving as CRPOs would not be required to file an Outside Employment Statement.

We remind County employees however, that voluntary work may not in any way conflict with an employee's duties to the County. In this regard, a County employee's supervisor has complete discretion to establish limitations that are in the best interest of the County. For informational purposes, I have attached INQ 09-126 which previously addressed this issue.

As always, please feel free to contact us if you have any further questions.

Best regards,

Gilma (Mimi) Diaz-Greco
Staff Attorney



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