

Meyers, Robert (COE)

From: Meyers, Robert (COE)
Sent: Tuesday, March 22, 2005 10:55 AM
To: Morris, David (OSBM)
Subject: RE: potential conflicts

David,

Let me address any post-employment restrictions first. All former employees are barred from lobbying the County for a period of two years once they have separated from the County. However, if you become employed by another governmental entity, a 501(c)(3) non-profit institution or an educational institution, then you can lobby on behalf of such entities in your official capacity. The Ethics Commission has held that entering into a contractual relationship with one of these entities meets the definition of being employed by them. There is nothing in the Code of Ethics Ordinance that would prevent the County or the Public Health Trust from hiring you as a consultant immediately after your retire.

As far as engaging in non-County work while you are still effectively a County employee, but on accrued leave, your request for outside employment should be handled in the same manner as it would be for other County employees. The Director should review and make certain that the work would not interfere with your County work, but I can't imagine a conflict if you are not actually performing any County work while you are on leave. The same is true with using County resources. Employees who have been granted outside employment are barred from using County resources in furtherance of their outside work, but incidental or occasional use of County resources does not create a problem. Once again, due to the fact you will be on leave, I don't perceive this to be a problem.

I'm not certain what concerns you have about lunches. The general rule is that County employees who accept "free lunches" from non-County third parties are expected to report these lunches as gifts if any one lunch exceeds \$100 or if a series of lunches from the same donor in the same quarter totals \$100 or more.

If I haven't answered all of your questions, please feel free to contact. Thank you for all the help over the years and I wish you the very best in retirement -- you've definitely earned it! Maybe I will run into at our favorite Thai restaurant on University Drive.

Robert

-----Original Message-----

From: Morris, David (OSBM)
Sent: Saturday, March 19, 2005 10:15 AM
To: Meyers, Robert (COE)
Cc: Glazer-Moon, Jennifer (OSBM); Burgess, George M.(CMO)
Subject: potential conflicts

Robert:

As you know, I am retiring. My last full-time day will be April 1; subsequently, I will be using accrued leave. I have received approval for outside employment in consulting, working with a public agency, or teaching as long as it does not interfere with County work, use County resources, or conflict with ethics and other ordinances and policies and is on my own time.

Can you please summarize for me the rules regarding outside employment, contracting, association with the Public Health Trust, lunches, etc. while I am on leave and after I separate from the County?

Thank you,
David