

Memorandum



Date: July 30, 2009
To: Luis Carmona (ETSD)
From: Victoria Frigo (COE)
Subject: INQ 09-126, Volunteer Work is Not Outside Employment

Mr. Carmona,

You asked today if you were required to file outside employment forms based on your voluntary work as a reserve police officer. In your County employment, you are a telecommunications technician with ETSD.

As we discussed, outside employment generally means providing personal services, other than to Miami-Dade County, that are compensated or customarily eligible to be compensated. Typically, these services are provided as an employee, an independent contractor, an agent, or by other means of self-employment.

Volunteer work is customarily not compensated. Therefore, your voluntary, unpaid work with the police department is not outside employment.

Please be advised, however, that voluntary work may not in any way conflict with an employee's duties to the County. In this regard, your supervisor has complete discretion to establish limitations that are in the best interest of the County.

Please feel free to contact me if I can be of further assistance.