



Board of County Commissioners - Staff Report

Meeting Date: November 15, 2016

Presenter: Julianne Fries

Submitting Dept: Human Resources

Subject: TC HR Policy: Employees Serving on Boards

Statement / Purpose:

Consideration of a policy prohibiting employees from serving on County or Joint advisory and/or governance boards.

Background / Description (Pros & Cons):

This policy is being presented in order to clarify the county's position on employee participation on County or Joint Town/County boards. In the past, there has been unclear direction and inconsistent practices around County employees' participation on boards. Whether or not a true conflict of interest may exist, the proposed policy prevents the appearance or potential for conflicts of interest and sets a clear expectation going forward to all employees.

Stakeholder Analysis & Involvement:

This policy was presented to the County Clerk, the Chief Deputy Civil Attorney, and the BCC Administrator for input and discussion. Remaining stakeholders include all County and Joint Town/County appointed boards.

Fiscal Impact:

Not applicable

Staff Impact:

Not Applicable

Legal Review:

K. Gingery has reviewed and approved the policy

Staff Input / Recommendation:

Staff recommends approval of the policy. This policy prevents the appearance or potential for conflicts arising out of an employee serving on a board that may have access to confidential information, access to personnel matters, and the potential to influence voting matters for indirect or direct gain. It also eliminates potential conflict between the county's relationship with an employee exhibiting unsatisfactory performance.

Attachments:

Policy attached

Suggested Motion:

I move to approve adopting the Teton County Human Resources policy regarding Employees Serving on County Boards, effective immediately.

Teton County Human Resources Policy: Employees Serving on County Boards

Purpose

To distinguish between county employees and volunteer boards, this policy prohibits all county employees from serving on County or Joint Town/County Advisory or Governance boards, except as advisors or staff liaisons.

I. Policy

All County employees are prohibited from serving on any board, committee, or commission where appointments are made by the Board of County Commissioners, except for serving as advisors or staff liaisons for that board, committee, or commission.

County Boards or Joint Boards with the Town of Jackson that call specifically for county employees to be named to the board, as part of the resolution creating the board, are exempt from this policy.