

DRAFT 10/14/09
CONFLICT OF INTEREST POLICY

Any member or officer of this organization shall not engage in any employment, activity, or enterprise which are clearly inconsistent, incompatible, or in conflict with his or her duties as a member of this organization, its By Laws or Articles of Incorporation.

Each appointing power shall determine, subject to approval of the department, those activities which, for employees under its jurisdiction, are inconsistent, incompatible or in conflict with their duties as members of this organization. Activities and enterprises deemed to fall in these categories shall include, but not be limited to all of the following:

- (a) Using the prestige or influence of the organization or the appointing authority for the officer's or member's private gain or advantage or the private gain of another.
- (b) Using equipment, or supplies of the organization for private gain or advantage.
- (c) Using, or having access to, confidential information available by virtue of membership in the organization for private gain or advantage or providing confidential information to person to whom issuance of this information has not been authorized.
- (d) Receiving or accepting money or any other consideration from anyone for the performance of his or her duties as a member or officer of the organization.
- (e) Receiving or accepting, directly or indirectly, any gift, including money, or any service, gratuity, favor, entertainment, hospitality, loan, or any other thing of value from anyone who is doing or is seeking to do business of any kind with the organization or if it reasonably could be substantiated that the gift was intended to influence a member of the organization in his or her official duties or was intended as a reward for any official actions performed by that person.

If it is determined through reasonable grounds, that a members or officer is found to have engaged in any of the above fore mentioned activities, that person may be subject to discipline including but not limited to; censure, expulsion or removal from office. A provision shall be made for appeal by a member from such a determination.

We the undersigned, being all of the members appointed in the Articles of Incorporation to act as The Directors of the Sonoma County Fire Chiefs Incorporated, hereby assent to the foregoing Policy and adopt the same.

IN WITNESS WHEREOF, we have hereunto set our hands this date,

BOARD OF DIRECTORS

John Zanzi, President

Doug Williams, Director

Randy Collins, Vice President

Director

Chuck Abshear, Secretary-Treasurer