

SAN BERNARDINO COUNTY FIRE DEPARTMENT OPERATIONS DIRECTIVES



2700 CONFLICT OF INTEREST - UNAUTHORIZED ACCEPTANCE OF GRATUITIES

I. SCOPE:

Any employee, who knowingly asks, receives, or agrees to receive, any gratuity, or reward, for the performance or non-performance of their normal job requirements.

A. CALIFORNIA PENAL CODE

That employee is guilty of a **misdemeanor** pursuant to the California Penal Code, Title 5, Section 70.

B. PERSONNEL RULES

1. The employee is in violation of the Personnel Rules for employees of Special Districts (Personnel Rules) and subject to **disciplinary action**.
2. In the Personnel Rules, Section 7 "Conflict of Interest" states: No employee shall engage in any business or transaction or shall have a financial or other personal interest or association direct or indirect, which is in conflict with the proper discharge of official duties or would tend to impair independence of judgment or action in the performance of official duties. Personal, as distinguished from financial, interest includes an interest arising from blood or marriage relationships or close business, personal or political association.