

Secondary Employment

Human Resources Policy- #104

Policy:

Davidson County does allow its employees to be employed in jobs outside of the County's Employment, unless by doing so would create a conflict of interest.

The County considers the position the employee holds with Davidson County as the primary employment and the outside employment as secondary employment. Secondary employment may include salary, hourly, or commission compensation by another employer or self-employment including contract or 1099 arrangements.

All employees will be subject to Davidson County's scheduling demands and position performance standards regardless of any existing secondary work commitments. Employees holding secondary employment must maintain a satisfactory level of performance within their primary employment with the County.

Employees that hold secondary employment arrangements must report these arrangements when they are newly acquired and annually to their Department Director and the Director of Human Resources each year on January 1st for approval.

Scope:

This policy applies to all employees.

Document Change Record

Revision	Description
9-11-2023	Revised