



## OUTSIDE EMPLOYMENT FOR CURRENT PUBLIC OFFICIALS AND STATE EMPLOYEES

*Current* state employees who seek outside employment, especially from employers that are regulated by or doing business with their agencies, should be aware of the following rules regarding outside employment.

- Current state employees may not accept outside employment that impairs their independence of judgment regarding their state duties, or that encourages them to disclose confidential information learned in their state jobs. Conn. Gen. Stat. § 1-84 (b).
- Current state employees may not use their positions for their own financial gain, or the financial gain of their family (spouse, child, child's spouse, parent, brother or sister) or an associated business, however inadvertent that use may be. Conn. Gen. Stat. § 1-84 (c).
- Current state employees may not accept employment with an entity in the business of representing others before the following 13 agencies: State Insurance and Risk Management Board, Claims Commissioner, Office of Health Care Access, Insurance Department, Department of Environmental Protection, Department of Public Utility Control, Department of Banking, Department of Consumer Protection: Liquor Control, Department of Motor Vehicles, Gaming Policy Board, Division of Special Revenue, Connecticut Real Estate Commission, Connecticut Siting Council. Conn. Gen. Stat. § 1-84 (d).
- Current state employees may not utilize state time, materials or personnel to further their outside employment.

### Other Considerations

Present or former Gaming Policy Board or Division of Special Revenue public officials or employees should be aware of specific provisions relating to their involvement with businesses engaged in Indian gaming activities. See Conn. Gen. Stat. §§ 1-84b (d) and (e).

### **Outside Employment Example:**

*Your agency occasionally awards grants or contracts to Business X. At your agency, you have contract management responsibilities. You have been approached by the business with an employment possibility. You are interested in earning a little extra money for yourself by helping Business X in the evenings and on weekends. It would constitute an impermissible impairment of judgment for you, because you have contract management responsibilities, to accept outside employment with Business X –a business that receives grants or contracts from your agency.*

Please direct any questions to:

Office of State Ethics ♦ 18-20 Trinity Street, Suite 205 ♦ Hartford, CT 06106

T: 860-263-2400 ♦ F: 860-263-2402 ♦ E: OSE@ct.gov

[www.ct.gov/ethics](http://www.ct.gov/ethics)

## OUTSIDE EMPLOYMENT AND CONTRACTING WITH THE STATE



### CONTRACTING WITH THE STATE

*Current* public officials and state employees seeking to enter into contracts with the state should be aware of the following rules. See Conn. Gen. Stat. § 1-84 (i).

- Neither current public officials or state employees, their immediate family members, nor their associated businesses may enter into any contract with the state, valued at one hundred dollars or more, unless the contract has been awarded through an open and public process.
- The executive heads of agencies and quasi-public agencies, their immediate family members and their associated businesses may not enter into any contract with *their* agencies or quasi-public agencies, even if such contracts are “open and public.”
- Any contract made in violation of this provision is voidable.

### Exceptions

This provision does not apply to:

- Any public official who is appointed as a member of the executive branch or as a member or director of a quasi-public agency and who receives no compensation other than per diem payments or reimbursement for actual or necessary expenses, unless such public official has authority or control over the subject matter of the contract.
- A contract of employment as a state employee.
- A contract with a public institution of higher education to support a collaboration with such institution to develop and commercialize any invention or discovery.
- A contract pursuant to a court appointment.

### Public Notice

A state agency can satisfy the public notice requirement of §1-84 (i) by posting the opportunity on its public web site and also on the Department of Administrative Services’ Procurement/Purchasing web site.

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