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PASSED BY THE CALHOUN COUNTY BOARD OF SUPERVISORS

CALHOUN COUNTY
Gift Policy

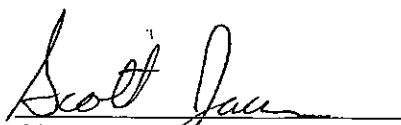
All Calhoun County Employees will abide by the State of Iowa Gift Law under Iowa Code 68B.22. This law prohibits public employees and their immediate family from accepting gifts from restricted donors unless a listed exception applies. A restricted donor is defined (see code for complete definition) as a person who is or is seeking to be involved with sales, purchases, leases or contracts; will benefit financially from the performance or nonperformance of official duties in a way that is different than the general population; is a party to a pending regulatory matter or is a lobbyist. One common exception is nonmonetary items with a value of \$3 or less. Exceptions also exist for many other reasons. The Code should be consulted for details.

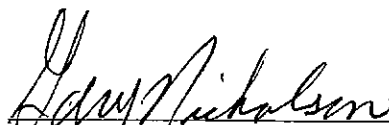
Gifts may be accepted as donations to the agency if not prohibited by law. Gifts may be accepted by employees if not prohibited by law, however, employees should consider the following advice: It is the goal of the general assembly that public officials and public employees of the state be extremely cautious and circumspect about accepting a gratuity or favor, especially from persons that have a substantial interest in the legislative, administrative, or political actions of the official or employee. Even where there is a genuine personal friendship, the acceptance of personal benefits from those who could gain advantage by influencing official actions raises suspicions that tend to undermine the public trust. It is therefore the intent of the general assembly that the provisions of this subchapter be construed to discourage all gratuities, but to prohibit only those that create unacceptable conflicts of interest or appearances of impropriety. Iowa Code Section 68B.21.

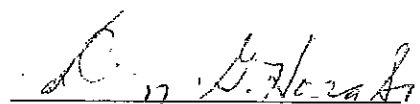
Staff members facing gift issues should discuss the situation with their Supervisor or Department Head to determine ethical and equitable treatment of personnel, clients, customers, and their families.

When a gift meets approval under law, the gift may be distributed among all staff members or donated to another charitable cause. When the gift is donated to another charity, records concerning the transfer will be kept on file.

Approved by the Calhoun County Board of Supervisors on Tuesday, December 20, 2011


Signature, Chairman


Supervisor


Supervisor