

## POINT SCHEDULE

<u>Points</u>	<u>Violation</u>
6	Drug or alcohol related conviction
6	Possession of controlled substance
6	License suspended
6	License revoked
6	Careless or reckless driving/racing
3	At fault accident
3	Speed in excess of 25 mph over posted speed
3	Traffic control device
1	Mechanical
1	Speed
2	Any moving violation not listed above
1	Any two (2) non-moving violations not listed above

5. A department may establish its own internal accident review policy in lieu of the City-wide policy if such policy is specifically approved by the City Manager.

6. The accident review board will make a recommendation to the City Manager regarding the employee's driving status based on the point schedule and the actions of the employee during or following the incident or at the hearing. The City Manager will make any determination on discipline for violation of the City equipment policy.

### **4.07 OUTSIDE EMPLOYMENT**

Prior to employees taking other jobs outside the employment of the City, he or she shall first request approval from their Department Head, and the Department Head may approve such request, provided that such outside employment does not affect the efficiency of the employee, there is no conflict of interest, and no work is performed during working hours with the City. All requests for outside employment, and the Department Head's action thereon, shall be forwarded to the City Manager for review.

### **4.08 FINANCIAL INTERESTS**

No employee shall have any financial interest in the profits of any contract, service or other work whatever performed by the City or shall personally, as an agent, provide any surety bail or bond required by law or subject to approval by the City Council. Nor shall any employee accept any free or preferred service, benefits or concessions from any persons or companies in return for special consideration. Any employee violating the provisions of this section shall be guilty of misconduct and shall be dismissed.