



County Administrator
Michael S. Merrill

**Board of County
Commissioners**

Kevin Beckner
Victor D. Crist
Ken Hagan
Al Higginbotham
Lesley "Les" Miller, Jr.
Sandra L. Murman
Stacy R. White

County Administrator
Michael S. Merrill


**County Administrator
Executive Team**
Lucia E. Garsys
Carl S. Harness
Gregory S. Horwedel
Ramin Kouzehkanani
Liana Lopez
Bonnie M. Wise

Internal Auditor
Peggy Caskey

County Attorney
Chip Fletcher

**Office of the County
Administrator**
PO Box 1110
Tampa, FL 33601-1110
Phone: (813) 276-2843
Fax: (813) 272-5248

MEMORANDUM

DATE: November 18, 2016
TO: ALL HILLSBOROUGH COUNTY FIRE RESCUE EMPLOYEES
FROM: MICHAEL S. MERRILL, County Administrator 
SUBJECT: Countywide Directive

Employees participating or engaging in outside activities that may result in a potential conflict of interest between their loyalty to Hillsborough County and their loyalty to an outside organization is not in the best interest of the County and its citizens.

Any membership or voluntary participation by Fire Rescue employees with an outside organization that is recognized by government agencies to support or be involved in criminal or illegal discriminatory activity will **not** be tolerated as these affiliations are contrary to the mission of public service. This directive is a reminder of our continuing obligation to represent all of the citizens of Hillsborough County, and clarifies for all of our employees that existing rules and policies are already in place to prohibit an employee's affiliation with such an outside organization.

Pursuant to Civil Service Rule 11.2(26) adopted by the County Administrator as HR Policy 7.6, Rule 26 and Hillsborough County Fire Rescue Policies and Procedures Manuals Rules & Regulations, Rules of Conduct, Code of Conduct and Statement of Ethics, Policy Number 120.01, employees are prohibited from exhibiting actions that are prejudicial to the good order or detrimental to the interest of Hillsborough County which includes an employee's affiliation with an outside organization as defined in this memorandum.

Therefore, effective immediately, all Hillsborough County Fire Rescue employees are prohibited from being a member of or voluntarily participating with any outside organization as defined below:

Any group, organization or gang characterized by the commission of, or involvement in, a pattern of criminal conduct as identified by the State of Florida or Federal government. Examples listed in the 2015 National Gang Report include, but are not limited to, Crips, Bloods, Surenos, Almighty Latin King and Queen Nation, Gangster Disciples, Hells Angels Motorcycle Club, Pagans, Vagos, Sons of Violence, Outlaws, Banditos, and The Mongols. The entire 2015 National Gang Report can be located at FBI.GOV.

The County must ensure the effective delivery of service to our citizens where our employees are loyal and committed to the best interest of Hillsborough County. A violation of this directive will be considered a violation of Civil Service Rule 11.2(26) [HR Policy 7.6, Rule 26]. Although this directive references an existing classified service rule, this directive applies to all classified and unclassified employees. Such a violation shall result in disciplinary action up to and including termination of employment.