

**WACO METROPOLITAN PLANNING ORGANIZATION
EMPLOYEE ETHICAL STANDARDS AFFIDAVIT**

I, _____, a staff member of the Waco Metropolitan Planning Organization, hereby swear and affirm that I will uphold the following ethical standards required by MPO Staff as identified in Texas Senate Bill 585. These standards state that staff members of the MPO are prohibited from engaging in the following: 1.) Accepting or soliciting any gift, favor or service that might reasonably tend to influence the voting member in the discharge of official duties or that the voting member knows or should know is being offered with the intent to influence the voting member's official conduct; 2.) Accepting employment or engaging in a business or professional activity that the voting member might reasonably expect would require or induce the voting member to disclose confidential information acquired by reason of the official position; 3.) Accepting employment or compensation that could reasonably be expected to impair the voting member's judgment in the performance of the voting member's official duties; 4.) Making personal investments that could reasonably be expected to create a substantial conflict between the voting member's private interest and the public interest; 5.) Intentionally or knowingly solicit, accept or agree to accept any benefit for having exercised the voting member's official powers or performing the voting member's official duties in favor of another.

I further swear and affirm that in order to prevent a potential conflict of interest, that I will not make any recommendations regarding any matter of business before the Waco MPO Policy Board that will have a special economic effect on either a business or real property of which I have a substantial interest that is distinguishable from the effect on the public.

I understand that a substantial interest is defined as either 1.) I own 10 percent or more of the voting stock or shares of the business entity or either 10 percent or more or \$15,000 or more of the fair market value of the business entity; or 2.) I have received funds from the business entity exceeding 10 percent of my gross income for the previous year; or 3.) I have a substantial interest in real property defined as an equitable or legal ownership with a fair market value of \$2,500 or more; or 4.) I have a family member related to me in the first degree by consanguinity or affinity with a substantial interest in a business entity or real property as defined above.

I agree to notify the MPO Director in writing of any conflict of interest as defined above prior to any discussion of any matter of business which has created the conflict of interest.

I further agree to obtain the permission of the MPO Director prior to acceptance of any outside employment, whether paid or voluntary.

I further agree to not accept employment for a period of not less than 1 (one) year after terminating my employment with the Waco MPO with any firm that 1.) Has received any funds from the Waco MPO during the past 2 (two) years; 2.) Has an item of business pending before the MPO Policy Board; or 3.) Has been the recipient of a special economic effect as a direct result of action from the MPO Policy Board within the past 2 (two) years that is distinguishable from the effect on the public.

I understand that any violation of these standards or requirements may subject me immediate termination and possible prosecution by the McLennan County District Attorney.

I further understand that SB 585 requires me to notify the McLennan County District Attorney's Office and MPO Policy Board in a timely manner should I have personal knowledge of any violations of these same standards by voting members of the Waco MPO Policy Board or of other Waco MPO staff.

I also understand that failure to report violations of these standards by voting members of the Waco MPO Policy Board or of other Waco MPO staff subjects me to immediate termination and possible prosecution by the McLennan County District Attorney.

I hereby swear and affirm that I have read the entire affidavit and that I understand and agree to its contents.

Employee's Printed Name

Employee's Signature

Sworn and subscribed before me
this ____ day of _____, 20__

Notary Public, State of Texas
Notary's Printed Name: _____
My Commission Expires: _____

(Seal)