

A state officer or employee should not:

- (1) accept or solicit any gift, favor, or service that might reasonably tend to influence the officer or employee in the discharge of official duties or that the officer or employee knows or should know is being offered with the intent to influence the officer's or employee's official conduct;
- (2) accept other employment or engage in a business or professional activity that the officer or employee might reasonably expect would require or induce the officer or employee to disclose confidential information acquired by reason of the official position;
- (3) accept other employment or compensation that could reasonably be expected to impair the officer's or employee's independence of judgment in the performance of the officer's or employee's official duties;
- (4) make personal investments that could reasonably be expected to create a substantial conflict between the officer's or employee's private interest and the public interest; or
- (5) intentionally or knowingly solicit, accept, or agree to accept any benefit for having exercised the officer's or employee's official powers or performed the officer's or employee's official duties in favor of another. Added by Acts 1993, 73rd Leg., ch.268, Sec. 1, eff. Sept. 1, 1993.

§ 667.001. General Provisions

(a) This chapter applies to a person who is or may become employed by more than one state agency or institution of higher education.

(b) A person who is employed by more than one state agency or institution of higher education may not receive benefits from the state that exceed the benefits provided for one full-time employee.

(c) The person must be informed of the requirements of this chapter before the person is employed by more than one agency or institution.

§ 667.002. Separate Records Required

Separate vacation and sick leave records must be maintained for each employment.

§ 667.003. Transfer of Leave Balances Prohibited

If the person separates from one employment, the person's leave balances that were accrued under that employment may not be transferred to the remaining employments.

§ 667.004. Accrual of State Service Credit

The person accrues state service credit for all purposes as if the person had only one employment.

§ 667.005. Group Insurance Contribution

The total state contribution toward the person's group insurance is limited to the amount specified in the General Appropriations Act for a full-time active employee.

§ 667.006. Overtime Compensation

(a) Overtime compensation accrues for each employment independently of every other employment, except as provided by Subsection (b).

(b) If the person is subject to the overtime provisions of the federal Fair Labor Standards Act of 1938 (29 U.S.C. Section 201 et seq.) in an employment, the employing agencies and institutions of higher education shall ensure that the person is compensated for all combined time actually worked that exceeds 40 hours per week in accordance with the overtime provisions of the federal law. The agencies and institutions shall cooperate to determine which agency or institution is responsible for ensuring that the employee is properly compensated according to those provisions.

(c) An employing agency or institution may not use multiple employments of an employee within the same agency or institution for the purpose of:

- (1) paying the employee for working more than 40 hours in a week instead of earning compensatory time in accordance with state law; or
- (2) paying the employee a greater salary than is allowed for either of the employee's positions.

§ 667.007. Informing Employer About Multiple Employment

The person must inform the person's employing state agencies or institutions of higher education before accepting an additional employment with another agency or institution.

§ 667.009. Special Provisions for University Systems

(a) A university system as defined by Section 61.003, Education Code, may establish a policy that defines a person's employment as the total hours the person is assigned:

- (1) to one component of the system; or
- (2) to all components of the system.

(b) The policy may apply to a person only if the person is employed by more than one institution of higher education and all the employing institutions are within the same university system.