

EXECUTIVE ORDER  
81-2

FILED

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WHEREAS, government is based upon the consent of those governed;  
and

WHEREAS, every citizen of the State of Missouri must have complete  
confidence in the integrity of his or her government; and

SECRETARY OF STATE

WHEREAS, conduct of state employees and state officials should be  
in accordance with the highest standards; and

WHEREAS, the Governor is the Chief Executive Officer of the State  
of Missouri and is therefore responsible for establishing  
standards of conduct for appointed officials and state  
employees,

NOW THEREFORE, by virtue of the authority vested in me by the  
Constitution and laws of the State of Missouri, I, Christopher S.  
Bond, Governor of Missouri, do hereby proclaim the following  
Standards of Conduct for appointed officials and employees of the  
executive branch of the government of the State of Missouri, and  
further proclaim that this Order shall supercede and be in lieu  
of all previous Executive Orders pertaining to the same subject:

- (1) All appointed officials and state employees shall  
be required to perform a full day's work for a day's  
pay.
- (2) Unless expressly provided for by constitutional  
provisions or statute, membership in a political  
organization, participation in political campaigns,  
payment of dues or contributions to a political  
organization or candidate and attendance at  
political events shall not be a condition of  
appointment or employment.
- (3) Political affiliation of any individual shall not  
be a condition for any state department or agency in  
determining what individual, firm or corporation  
may do business with the state.
- (4) No appointed official or state employee shall engage  
directly or indirectly in any personal business,  
transaction, or private arrangement for personal  
profit which accrues from or is based upon their  
official position or authority, nor shall any  
confidential information coming to them in their  
official capacity be utilized for any personal gain  
or for the benefit of any private interest. No  
appointed official shall represent or act as agent  
for any private interest whether for compensation  
or not in any transaction in which the state has a  
direct and substantial interest and which could be  
reasonably expected to result in a conflict between a  
private interest of the official and their official  
state responsibility.
- (5) No appointed official or state employee shall  
directly or indirectly solicit, accept, or agree  
to accept any gift of money or goods, loans or  
services, or other profit arrangement for personal  
benefit under any circumstances which would tend to  
influence or have the appearance of influencing the  
manner in which they perform their official duties.

- (6) No appointed official or state employee shall engage in or accept private employment or render services for private interest when such employment or service is incompatible or in conflict with the proper discharge of their official duties or would tend to impair their independence, judgment, or action in the performance of their official duties. All merit system employees shall fully comply with the rules and regulations of the Personnel Advisory Board regarding supplementary employment.
- (7) State employees shall report any known violations or attempted violations of Section 105.450 through 105.482, RSMo., 1978, (relating to conflicts of interest) and Chapter 576, RSMo., 1978, (relating to bribery) within 24 hours of when any occurrences are first known: (a) to the prosecuting attorney of the county in which they reside, and (b) to their department or agency head.
- (8) The head of each department is responsible for the enforcement by suspension or discharge of each provision in paragraphs one through seven above within that department.
- (9) The head of each department is responsible for reporting directly to the Governor, within 24 hours of when the facts are first known to them: (a) any violation of paragraphs one through six above, and (b) any alleged criminal violation (other than traffic) of any employee in their agency or department.

IN WITNESS WHEREOF:

I have hereunto set my hand and caused to be affixed the Great Seal of the State of Missouri, in the City of Jefferson on the 10th day of February 1981.



*Christopher S. Bond*  
Governor

ATTEST:

*James Kirkpatrick*  
Secretary of State