

**EXECUTIVE ORDER NO. 71**

**EFFECTIVE DATE: May 20, 1998**

**SUBJECT: CONTRACT EMPLOYEES**

There are times when Metro and the public are best served by using the services of "contract employees" to perform work. There are also legitimate circumstances that can best be met by hiring temporary employees, who are on the Metro payroll but whose length of employment is limited. It is not the policy of Metro, however, to permit a Metro employee (temporary or permanent) to concurrently do Metro work as a contract employee. This Executive Order sets the policy for the authorized use of contract employees.

**SECTION 1 - DEFINITIONS**

As used in this Executive Order, the following terms have the meanings given:

"Contract employee" - A person working as the employee of a temporary employment agency who is assigned to work at Metro and for whose services Metro makes payments to that agency.

"Temporary employee" has the meaning contained in the Metro Code, Section 2.02.030.


"Permanent employee" has the meaning contained in the Metro Code, Section 2.02.030.

**SECTION 2 - POLICY**

No Metro department shall contract with a temporary employment agency for services which would result in a temporary or permanent Metro employee working concurrently for Metro and a temporary employment agency. No Metro employee, either temporary or permanent, shall concurrently perform work as a contract employee for Metro.

This Executive Order does not replace or supersede provisions of Metro Code, state or federal law, or applicable collective bargaining agreements, all of which remain in effect.

ORDERED this 18<sup>th</sup> day of May, 1998.

  
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Mike Burton, Executive Officer



**METRO**

**TO:** All Department Directors

**FROM:** Mike Burton  
Executive Officer

**DATE:** May 20, 1998

**RE:** Executive Order 71

A handwritten signature in black ink, which appears to read "Mike Burton". The signature is written in a cursive, flowing style and is positioned to the right of the "FROM:" field, overlapping slightly with the text.

Attached is Executive Order 71, covering Contract Employees.

Please share this with your staff.

REGISTRATION SERVICES