

EMPLOYEE VS. INDEPENDENT CONTRACTOR POLICY
Adopted 8-12-03

1. PURPOSE

The purpose of this policy is to determine whether services to be performed are through an independent contractor or as a County employee. This determination is important to prevent litigation and for establishing appropriate employee taxes.

2. POLICY

2.1 In order to prevent litigation and in order to establish proper taxing structure, departments are required to obtain a decision from the Human Resource Coordinator (with assistance from the County labor attorney as necessary) to determine whether a hiring situation is classified as an independent contractor or County employee.