

STOCKTON POLICE DEPARTMENT

GENERAL ORDER

OUTSIDE EMPLOYMENT
SUBJECT

DATE: March 1, 2005

NO: I-8

FROM: CHIEF ERIC JONES

TO: ALL PERSONNEL

INDEX: Outside Employment
Off-Duty Employment
Additional Employment

I. POLICY

- A. Stockton Police Department personnel shall not engage in off-duty, outside, or additional employment, which is inconsistent with and/or in conflict with the fundamental responsibilities of a member of the Stockton Police Department.

II. DEFINITIONS

- A. Outside employment is in conflict if it discredits, dishonors, or embarrasses the Stockton Police Department, the employee, and/or:

1. Involves the use of the Stockton Police Department's time, facilities, equipment, supplies, the badge, uniform, prestige, or the employee's authority, or;
2. Involves receipt or acceptance by the employee of any money or other consideration from anyone other than the Stockton Police Department for the performance of an act which the employee would be required or expected to render in the regular course of hours of his/her employment or duties as a police employee, or;
3. Involves the participation by an employee of the Stockton Police Department which may later be subject directly or indirectly to the control, inspection, review, audit, or enforcement of any other employee of the Stockton Police Department, or;
4. Involves such time demands as would render performance of his/her duties as an employee of the Stockton Police Department less efficient.

- B. Government Code Section 1126 sets forth factors that create conflicts of interest. The Attorney General of California has opined that these are examples. The following list should not be construed as a complete list:

1. Security Guard
2. Private investigator, within this or counties directly adjacent to this county.
3. Bartender
4. Bouncer
5. Sales clerk position in a liquor store, or gun dealership
6. Process server
7. Repossessor
8. Debt collector
9. Legal practice of criminal defense
10. Card dealer, handicapper, chance maker, caller, machine repairperson, keno runner, pit boss, table waitress, or employment in any gaming establishment where the employment is directly related to the primary purpose of the employer
11. Bodyguard
12. Employment as a "Keeper"
13. Funeral escort where traffic control or the wearing of a uniform which resembles that of a peace officer is required

III. PROCEDURE

- A. Approval of outside employment.
 - 1. Personnel must submit a memorandum requesting approval for outside employment to the Chief of Police prior to engaging in outside employment.
 - 2. The Chief of Police has final approval on all outside, off-duty, and additional employment.