

This committee shall research the issues regarding this system, and develop a system that both parties agree to. The Committee shall report its findings and recommendations to the Chief of Police by January 1, 2006. When agreement is reached and this system is operational, this new system will be utilized for distribution of new/updated General Orders instead of the method listing in Section B above.

## **ARTICLE XX**

### **SECONDARY EMPLOYMENT**

#### **20.1 Off Duty Employment Request**

(A) Every officer while on duty is required to devote his entire time and attention to the service of the Employer. Any officer who desires to be employed during his off-duty hours on PBPA posted jobs shall sign a list that is posted by the Secretary of the PBPA and submitted annually to the Chief of Police. The Secretary of the PBPA may submit additional names of officers who were unable to sign up for the original list, to be added to the list, during the course of the year.

(B) Any officer who is on suspension, disability, duty related injury status, limited or light duty or not on the PBPA list shall require special permission from the Chief of Police or his designee to work the PBPA posted jobs. Steps I-IV probationary officers shall not work any off-duty jobs unless given special permission by the Chief of Police or his designee.

(C) All off-duty employment requests shall be approved by the Chief of Police or his designee before the jobs are posted by the PBPA and/or worked by the officer. Prior to starting work each officer working an off-duty security job shall notify Communications as to where he is working, when he is working and how he can be contacted during hours of such employment; i.e., computer notes. At the conclusion of each job the list of officers having worked shall be taken down and a clean copy sent to the Chief of Police.

## **20.2 Off Duty Employment Restrictions**

No officer shall work in any capacity in any establishment or business that sells alcoholic beverages for consumption either on or off the premises without the prior written approval of the Chief of Police or his designee, such approval not to be unreasonably withheld. Officers are prohibited from engaging, either directly or as an employer, in the business of selling or distributing alcoholic beverages or musical or amusement devices as defined and regulated by the City Code or State Statutes.

## **20.3 Secondary Employment Committee**

There shall be a Secondary Employment Committee composed of three (3) administrators selected by the Chief of Police and three (3) officers selected by the President of the PBPA. The Committee shall review all aspects of secondary employment at the Department, including but not limited to, types of secondary employment, request and approval for secondary employment procedures and notification by the officer to the Department and make a recommendation to the Chief.

# **ARTICLE XXI**

## **SAFETY ISSUES**

### **21.1 Promoting Safe Conditions**

The Employer shall take all reasonable steps for the protection and safety of officers during work hours and during the performance of their duties. (The foregoing shall not be construed to require the Employer to eliminate those risks which are inherent in the normal performance of police duties.) The Employer and the PBPA agree to cooperate to the fullest extent reasonably possible to promote the use of safe equipment and facilities.

### **21.2 Maintenance of Equipment**

The Employer agrees that all equipment, including motor vehicles, shall be maintained so as to meet a reasonable standard of safety and to comply with generally accepted safety requirements for the protection of officers. The PBPA agrees that, in conjunction with the Employer's commitment, all officers must use their