

Multiple jobholding

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Police Chief's Section

OFF DUTY EMPLOYMENT CAN BE JUSTIFIED

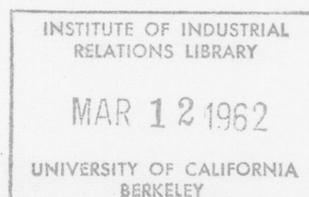
Address before the League Conference, October 24, 1961.

One of the controversial questions is whether members of the Police Department should be permitted to have supplementary outside jobs. This practice is called "moonlighting." Moonlighting is defined as paid work after hours (day, night, or week-ends) that is entirely separate from a man's regular job, and which takes 10 hours or more a week.

The League of California Cities Salary Scale Survey of 1961 shows that 227 cities allow outside employment, on a limited scale, normally with the approval of the Chief of Police or City Manager. Twenty-six cities do not allow outside employment.

Off duty employment can be justified with regulated limits and must be governed by specific standards such as:

1. Making sure that an outside occupation is legal in character and not degrading to the officer.
2. Outside work must not be demanding on the employee and carry over into his major occupation by making contacts, either personal or by telephone, the following day.
3. It must not leave the Police Officer tired or subject to injury upon his regular job.
4. Outside employment must be such that no problem arises as to the municipal responsibility for injury incurred on outside job.



Berkeley, League of California cities, 1961.

5. The supplemental job should never be allowed to interfere with policing to the extent that the officer is not always readily accessible in case of emergencies.
6. A supplemental employer should be willing to agree, preferably in writing, that an officer would be permitted to return to his police duties immediately upon call.

An important consideration is that the work should be truly supplementary. Examples of such supplemental work includes ones such as, teaching in night school, acting as secretary for fraternal organizations, umpiring at sports events and similar avocational activities.

Some major elements to be considered are that many officers are able to secure positions closely related to policing which give opportunities for a wider span of knowledge in the police field. Also that an active position may prove beneficial to an inactive officer. For instance: a desk sergeant who is unable to move about in his regular duties might find it helpful to have a supplemental job which would give exercise. However, never to the point of over exertion. Utilization of time is another important factor. Only about one-third of an officer's time is actually spent 'on duty' while the rest is spent in recreation, eating and sleeping. Therefore, he can better utilize his time by taking a supplemental position.

It is true that officers, most of them family men, do not make salaries high enough to overcome the high and ever increasing cost of living, therefore, the 'moonlighting' serves as a supplement to the family budget.

Is it actually fair to confine an industrious energetic officer to complete inactivity during his 'off duty' hours?

Outside employment should be considered a privilege rather than a right. It should be granted subject to management review. A written request should be given, listing full details concerning the nature of the job. This application should be submitted in written form to the department head and should show the name and address of the employee, the hours of work, a description of the duties and should include space for approval or disapproval by the immediate supervisor and department head. The form should also include space for a certification from the outside employer stating that he knows the applicant is a regular employee of the Police Department.

The department head should review the application, keeping in mind the officer's past service record, being sure that he is prompt in attendance and that he is carrying on his regular job as required.

Rules and regulations for outside employment of policemen do not always apply generally, therefore, the cases must be reviewed and judged individually, each application on its own merits and the effect it may have on the employee, the general public and, most of all, upon his position as a police officer. When a man is employed as a Police Officer, he automatically gives up many rights and privileges, due to departmental rules and regulations and we, as department heads, should not ask that

they also give up the privilege of outside employment if it can be handled wisely and without being detrimental. We must only control their off duty activities to a certain degree.

We continuously strive to encourage young men to enter the police field and if we are able to continue to make the position attractive to them, we must establish and maintain conditions which will hold outside employment to a minimum. In order to do this, we must maintain good personnel management, adequate working conditions and a truly adequate pay scale for all classes of positions. Then, and only then, will we be able to justify prohibiting outside employment.