



**Seattle**

Police Department

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Interim Director Bonnie Glenn  
Office of Police Accountability  
PO Box 34986  
Seattle, WA 98124-4986

Dear Director Glenn,

Please see the Management Recommendation response below.

**Case Numbers:** 2023OPA-0300/2024-COMP-0006

**Topic:** Off-Duty Employment

**Summary of the Management Action:**

A complainant alleged that SPD employees worked off-duty law enforcement jobs without approval.

**Original Recommendation:**

- SPD should guide employees' determination whether their off-duty employment is "law enforcement related," requiring compliance with SPD Policy 5.120-POL-4. SPD should provide a specific definition or a list of considerations for deciding whether the policy applies.
- Alternatively, SPD could modify Policy 5.120 to regulate all secondary employment regardless of its relation to law enforcement.

**Action Taken:**

To address the recommendations of OPA, modifications to existing SPD Policy will be made to provide guidance on "law enforcement related" off duty employment. SPD Policy Unit will review and include verbiage will be something to the effect of:

**"Law enforcement related employment - An off-duty job in which a sworn employee is serving in a commissioned capacity (i.e. In uniform, with the authority to exercise law enforcement authority or where having a commission is a requirement of the job.)"**

SPD respectfully declines the alternative "to regulate all secondary employment regardless of its relation to law enforcement", as this can be interpreted as having to require a off-duty permit for activities unrelated to law enforcement, such as catering, house painting etc. Activities such as these are beyond the scope of department control.

**SPD Considers this Management Action:**

Fully Implemented

Please contact me if you have additional questions or concerns.

Sincerely,

A handwritten signature in black ink, appearing to read "Shon Barnes".

Shon Barnes  
Chief of Police