210.07
NEPOTISM/CONFLICT OF INTEREST

10-23-12

PURPOSE

The purpose of this order is to eliminate nepotism-based favoritism by those who make decisions and/or take actions that relate to hiring, employment, job assignment, or promotion; reduce emotional stress; prevent conflicts of interest; and avoid possible privileged confidentiality issues.

POLICY

It shall be the policy of the Sacramento Police Department to ensure employees perform their duties impartially and fairly so public and organizational confidence in the Department is maintained.

PROCEDURE

A. DEFINITION

1. Relative - Any person related to the first degree of blood or marriage including spouse, parent, child or sibling.
2. Domestic Partner - A domestic partner named by an employee to the City of Sacramento Human Resources Department and/or the City Clerk, or one who would otherwise qualify to register but is not registered.
3. Personal Relationship - A relationship between two (2) persons in which they are presently cohabitating.
4. Conflict of Interest - A conflict between the private interests and public obligations of a person in an official position; or any relationship which may create a substantial risk of impairment of job performance.

B. SUPERVISION RESTRICTIONS

1. An employee shall not directly supervise another relative/ domestic partner or another with whom he/she is involved in a personal relationship.
2. An employee shall not recommend advancement, contribute to a performance rating, or make a decision on the assignment or placement of a relative/domestic partner or another with whom he/she is involved in a personal relationship.
3. An employee shall not be assigned to, or contribute in, the investigation of an internal affairs complaint and/or disciplinary action of a relative/domestic partner or another with whom he/she is involved in a personal relationship.

C. ASSIGNMENTS RESTRICTIONS

1. Officers who are relatives/domestic partners or are involved in a personal relationship
   a. may not work closely together in specific work units, such as patrol districts, sections in the detective division, and/or in other official sworn positions.
   b. shall not be assigned in near proximity to each other unless an emergency situation so dictates.
   c. shall not be in direct supervision relationship between and among themselves.
2. Employees who find themselves working in near proximity with a relative/domestic partner or with someone he/she is involved in a personal relationship, shall make their circumstances known to their captain/division commander through the chain of command.
3. The COP, or designee, may transfer either or both employees, to avoid a potential for conflict of interest, the need to avoid undue emotional stress, and the potential assertion of marital privilege provisions of the California Evidence code by affected employees.