



Outside Employment Program Quick Reference Guide

Outside Employment is the engagement in any line of business or the performance at any type work or service for any person, firm or corporation, other than that required by one's official position in the Metropolitan Police Department for the purpose of obtaining wages, salary, fee, gift or other compensation while off duty in accordance with the provisions of the District of Columbia "Police Officers Outside Employment Amendment Act of 2000. The Metropolitan Police Department recognizes the benefits of outside employment, both to its members and to the community.

The Metropolitan Police Department allows members to participate in the Outside Employment Program. The members must be authorized and approved through their chain of command prior to working with any establishment. The qualifications for the establishment and the officer can be found in [General Order 201.17](#). The Office of Risk Management is responsible for the oversight and monitoring of the program.

Authorized members of the Department may engage in non-police and/or police-related outside employment, when the employment conforms to existing laws and regulations, does not conflict or interfere with the mission of the Department, does not present the perception of impropriety or undermine the integrity or efficiency of the Department.

Police-related outside employment is any outside employment which is conditioned upon membership in the Metropolitan Police Department or possession and potential use of a member's service weapon or police powers. Non-police-related outside employment does not require the aforementioned conditions. The Department will monitor the members considering or involved in outside employment, to ensure the reputation of the MPD is not compromised, while providing a legitimate service to the community.

MPD Members are not allowed to engage in outside employment with:

- **Sexually Oriented Business (an establishment having a substantial or significant portion of its stock in trade, books, magazines and other periodicals, films materials and articles or an establish that presents a substantial or significant portion of its activity, live performances, films, or other material which are distinguished or characterized by their emphasis on matters depicting, describing, or related to specific sexual actives and specified anatomical area)**
- **ABC establishments (any business licensed or required to be licensed by the District of Columbia Department of Consumer and Regulatory Affairs Alcoholic Beverage Regulation Administration (ABRA) in which their sole purpose it to sell alcoholic beverages or for consumption on the premises.) Outside employment is allowable in commercial establishments where the sale of alcoholic beverages is present but it is not the primary purpose of the business. Examples include hotels, restaurants and sporting arenas.**

- Any person, corporation, or firm whose primary business is providing private security guards (officers) or special police officers to commercial establishments or other individuals.
- Engage in the business of providing private guards (officers) or special police officers to commercial establishments or other individuals within the District of Columbia, nor shall members directly or indirectly engage in the business of providing off-duty services of other members of the Department for police-related activities to those individuals or commercial establishments.
- MPD members engaged in outside employment are NOT allowed to work on public space (i.e., directing vehicle/pedestrian traffic).

The MPD does not select/provide officers to potential employers for outside employment and does not specify, recommend nor negotiate the salary or wages between potential employers and members engaged in outside employment. The Office of Risk Management is responsible for ensuring compliance by members and employers with all applicable laws and department directives.

Please note that the MPD internal administrative process for the member's application to engage in the Outside Employment Program is estimated to take at least 10 business days to obtain a final disposition on the request.