



DEPARTMENT NOTICE

24-174

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San Francisco Ethics Commission Statement of Incompatible Activities (Supersedes DN 24-036)

The San Francisco Police Department required its members to review Department specific statements of incompatible activities each year. With the passage of Proposition D in March of 2024, the San Francisco Ethics Commission standardized the kinds of activities that are incompatible with the public duties for all city employees. The following activities are prohibited for all city employees:

1. **Activities Subject to Department's Jurisdiction** - City officers and employees may not engage in activities subject to the control, inspection, review, audit, permitting, enforcement, contracting, or are otherwise within their department's responsibility. This prohibition specifically includes:
 - a. Contracting with their department or serving on the board of directors of an entity that contracts with their department;
 - b. Acquiring an ownership interest in real property, if they have personally and substantially participated in the permitting or inspection of that property within the 12 months before the acquisition; and
 - c. Having a financial interest in any financial products issued or regulated by their department.
2. **Selective Assistance** - City officers and employees may not provide special assistance or advice that is not generally available to all persons, in a manner that confers an advantage on any person who is doing business or seeking to do business with the City.
3. **Improper Use of City Resources** - City officers and employees may not use City time, facilities, equipment, or supplies for private gain or advantage.
4. **Improper Use of Prestige of Office** - City officers and employees may not use any marker (e.g., badge, uniform, business card, etc.), prestige, or influence of their City position for private gain or advantage.
5. **Use of City Work Product** - City officers and employees may not sell, publish, or otherwise use non-public materials that were prepared using City resources in exchange for anything of value and without appropriate City authorization.
6. **Acting as an Unauthorized City Representative** - City officers and employees may not hold themselves out as a representative of their departments, unless duly authorized to do so.

7. **Compensation for City Duties or Advice** - City officers and employees may not accept payment from anyone other than the City to perform a specific service or act they would be expected to perform in the regular course of their City duties or to provide advice about City processes.
8. **Lobbying Activity** - City officers and employees may not accept payment from anyone other than the City in exchange for communicating with any other City officer or employee within their department, with the intent to influence any administrative or legislative action.
9. **Activities With Excessive Time Demands or That Require Regular Disqualification** - City employees may not engage in outside activities that impose excessive time demands that materially impair their performance of City duties or that regularly disqualify them from their City assignments or responsibilities.

Engaging in activities identified by the SF Ethics Commission above may subject an employee to discipline (up to and including termination) and monetary fines and penalties.

Sources:

San Francisco Ethics Commission

[San Francisco Campaign and Governmental Conduct Code](#)


WILLIAM SCOTT
Chief of Police

Per DN 23-152, all sworn & non-sworn members shall electronically acknowledge this Department document in PowerDMS within (30) thirty calendar days of issuance. Members whose duties are relevant to this document shall be held responsible for compliance. Any questions regarding this policy should be sent to sfpd.writtendirectives@sfgov.org, who will provide additional information.