

COUNTY OF SAN DIEGO, CALIFORNIA
BOARD OF SUPERVISORS POLICY

Subject

Off Duty Recreational, Social and Athletic Activity
of Officers and Employees

**Policy
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C-18

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Purpose

To prohibit officer or employee voluntary participation in off- duty recreational, social or athletic activity as part of work-related duties.

Background

Increasing voluntary participation by officers and employees in off-duty recreational, social or athletic activity which has only an indirect and remote connection with employment and which is not required by the particular office or employment may result in public liability for injury to third parties and liability to such officers and employees for Workers' Compensation benefits and disability retirement benefits. These activities are generally organized independently by officers or employees for their own pleasure and are not intended to benefit the County. They take place during off duty hours and on premises over which the County exercises no control; nor does the County exercise any form of management over the actual conduct of such activities.

Policy

It is the policy of the Board of Supervisors that:

- 1.No off-duty recreational, social or athletic activity of any employee or officer, including any elected officer, shall constitute any part of his or her work-related duties, unless such activity is specifically authorized as herein provided or is required by the employment or office.
- 2.No employee or officer, including any elected officer, shall engage in any such off duty activity as part of his or her work-related duties, unless such activity has been previously authorized as herein provided or such activity is required by the employment or office.
- 3.No officer, including any elected officer, or employee exercising any supervision over other employees, shall authorize, approve, condone or encourage participation in any such off-duty activity, unless such activity has been previously authorized as herein provided.
- 4.The Chief Administrative Officer may authorize any such off- duty activity as an activity sanctioned by the County, as herein provided.
- 5.The Chief Administrative Officer shall direct the Risk Management Division of the Department of Human Resources to review the liability exposure of any off-duty activity submitted for approval as an authorized activity sanctioned by the County. The Risk

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Management Division shall submit in each case to the Chief Administrative Officer a recommendation with respect to the liability exposure created by such activity. The Chief Administrative Officer shall then issue his or her decision thereon in writing to the officer, including any elected officer, appointing authority or department head, whose office or department is affected by the proposed activity.

6.The County shall institute the necessary proceedings to assure compliance with the provisions of this section, including disciplinary action and recovery of all expenditures proximately caused by any violation, against any officer, including any elected officer, or employee violating any provision of this section.

Sunset Date

This policy will be reviewed for continuance by 12-31-20.

Previous Board Action

11-29-77 (78)

11-6-84 (27)

4-4-89 (51)

4-4-95 (28)

6-15-04 (25)

12-9-08 (33)

11-5-13 (19)

CAO Reference

1. Department of Human Resources