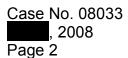
## CONFIDENTIAL . 2008 Chicago, IL 606 Outside Employment, Case No. 08033.Q Re: Dear Mr. Today you contacted the Board of Ethics to ask whether the City's Governmental Ethics Ordinance would prohibit you from . Your Commissioner asked you to contact the Board for a written ruling on your request for approval for Dual Employment. Based on our application of the Ordinance to the facts outlined in this letter, Board staff concludes that the Ordinance does not prohibit you from the you describe. However, there are provisions of the Ordinance that do restrict your conduct, as explained below. You are the Assistant Commissionerfor the Department . You told staff that you have been employed for as an Adjunct Professor at teaching the classes listed below. You indicated that a class meets weekly for four (4) hours and, depending on the class, lasts for five (5) or eight (8) weeks. Topics covered include: hiring practices, initial employee training, professional development and establishing employee benefit packages. Additional topics taught include labor relations, dealing with employee dissatisfaction, principles of collective bargaining and resolving

labor/management conflicts.

2.



Topics covered include: Personnel recruiting, selection, orientation, placement training, and development; performance evaluation, wage and salary administration; employee benefits; and safety and health issues.

Topics covered include: E-business; analysis, implementation, and evaluation; emphasis on developing strategic thinking and defending strategic change; case method used; qualitative and quantitative analysis of financial ratios for management decision making.

You said that your current request is to teach satellite location of the class meets weekly on t

The provision of the Ordinance most relevant to situations in which City employees or officials are invited to teach outside of their City employment is §2-156-050, "Solicitation or Receipt of Money for Advice or Assistance." It prohibits you, as a City employee, from accepting money or any other thing of value in return for advice or assistance on matters concerning City business. Based on your description of your teaching duties and past Board decisions, staff concludes that this provision does not prohibit you from accepting teaching offer, provided that, as you believe, your class does not convey information that would give students an advantage with respect to programs or loans administered through your or any other City department. See Case No. 91103.A.

Other provisions of the Ordinance also impose restrictions on your conduct, both in performing your City responsibilities, and in your outside teaching. Specifically, the Ordinance prohibits you from: i) making, participating in, or trying to use your City position to influence a City decision or action with regard to Lewis University, because you would have an economic interest in it by virtue of your outside employment (§§ 2-156-030, -080); ii) using City time or City-owned property for your non-City employment (§§ 2-156-020, -060); and disclosing confidential information gained in the course of your City position (§2-156-070).

Our conclusions are based solely on our application of the Governmental Ethics Ordinance to the facts stated in this letter. If any of the facts presented here are incorrect or

Case No. 08033 , 2008 Page 3

incomplete, please notify us immediately, as a change in the facts may alter our opinion. Other rules or laws may apply to this situation, including the City's Personnel Rule XX, Section 3. This rule delineates the criteria for and restrictions on outside employment, and requires City employees desiring to perform outside employment to first file a written request with their department head for permission, and provides that the department head may either approve or disapprove the request. We also remind you that, as provided in §2-156-450, the Ordinance does not limit the power of other City agencies to adopt and enforce rules of conduct or take appropriate administrative actions that are more restrictive than those imposed by the Ordinance itself.

We sincerely appreciate your conscientiousness and your inquiry. Please let us know if you have any questions.

Yours truly,

Courtney L. D. Kimble Attorney/Investigator

Approved:

Otavara I. Davilira

Steven I. Berlin Acting Executive Director