

December 3, 2024

Office of the Police Ombuds Commission
Attention: Luc Jasmin, III, OPOC Chair
808 Spokane Falls Boulevard
Spokane, WA 99201

RE: Secondary Employment of Bart Logue and Luvimae Omana

Dear Chair Jasmin,

I am writing to notify you, as the representative of the Office of the Police Ombuds Commission, that Luvimae Omana and I have formed a limited liability company. This company provides consulting services related to civilian oversight of law enforcement and public safety in general.

We have undertaken this venture with careful consideration of the City of Spokane's Code of Ethics. Specifically, we will not engage in a business or transaction or professional activity, or incur an obligation of any nature, that might be seen as conflicting with the City or the proper discharge of our official duties, the conduct of official City business or as adverse to the interests of the City. *See* Spokane Municipal Code (SMC) 01.04B.050(A). Private employment is prohibited when such employment or service is incompatible with the proper discharge or official duties or would tend to impair the independence of judgment or action in the performance of official duties. *See* SMC 01.04B.050(A).

As of the date on this correspondence, there were no applicable City policies that prohibit secondary employment.

The attached agreement incorporates the applicable Code of Ethics policies mentioned above and commemorates our commitment to prioritizing the work of the Office of the Police Ombuds above private employment.

I would also like to memorialize the general expected work hours with the city as 4 – 10 hour shifts. Bart generally works from Monday – Thursday and Luvimae generally works from Tuesday – Friday. Bart and Luvimae will continue to avail themselves to the city for functions outside of those parameters up to and including 7 days a week, but specific documentation of outside employment will not be provided outside of the normally established work days.

Sincerely,



Bart Logue

PRIVATE EMPLOYMENT AGREEMENT

This Private Employment Agreement dated, December 3, 2024 is between the Office of the Police Ombuds Commission ("Employer") and Bart Logue ("Employee").

Employee has requested to engage in private employment by pursuing and providing consulting services related to civilian oversight of law enforcement and public safety in general.

1. **Priority of Work.** Employee will prioritize work for the City of Spokane ("City"). Employee will not allow the requirements of their work for the City to suffer or put other employees or citizens in danger or jeopardy by attending to responsibilities of their private employment.
2. **Documentation of Time.** Employee will meticulously document the work they perform for the City and any modification of regularly scheduled City related work. As a salaried full-time employee, should private employment require regularly scheduled hours for Employee to work for the City, Employee shall document the time spent away and will make up time to meet the forty-hour work week. Alternatively, the Employee may file for leave to perform private work to keep private work and work for the City separate.
3. **Emergency Situations.** Emergencies shall be reviewed on a case-by-case basis, but Employee shall maintain primary regard for the needs of the City when an emergency arises.
4. **Use of City Provided Tools and Equipment.** Employee shall not use any City tools and equipment to accomplish private employment activities. Additionally, private employment will not be conducted in any city facility.
5. **Confidentiality.** Employee shall not share or disclose confidential information or not available to the general public, except with prior approval from Employer, to accomplish private employment activities.
6. **Conflict of Interest.** Employee will not engage in a business or transaction or professional activity, or incur an obligation of any nature, that might be seen as conflicting with the City or the proper discharge of our official duties, the conduct of official City business or as adverse to the interests of the City.
7. **Prohibited Employment.** Private employment is prohibited when such employment or service is incompatible with Employee's proper discharge or official duties or would tend to impair the independence of judgment or action in the performance of official duties.

Failure to comply with this agreement shall result in a review by Employer to determine if secondary employment has compromised the quality of Employee's work.

I agree that the description of secondary employment written above is correct and agree to abide by the terms of this Agreement. Should there be a change in private employment, I agree to immediately notify Employer.


Employee, Police Ombuds

12-3-2024
Date


Employer, OPOC Chair

12-3-2024
Date

PRIVATE EMPLOYMENT AGREEMENT

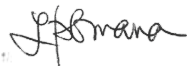
This Private Employment Agreement dated, December 3, 2024 is between the Office of the Police Ombuds Commission ("Employer") and Luvimae Omana ("Employee").

Employee has requested to engage in private employment by pursuing and providing consulting services related to civilian oversight of law enforcement and public safety in general.

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5. **Confidentiality.** Employee shall not share or disclose confidential information or not available to the general public, except with prior approval from Employer, to accomplish private employment activities.
6. **Conflict of Interest.** Employee will not engage in a business or transaction or professional activity, or incur an obligation of any nature, that might be seen as conflicting with the City or the proper discharge of our official duties, the conduct of official City business or as adverse to the interests of the City.
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I agree that the description of secondary employment written above is correct and agree to abide by the terms of this Agreement. Should there be a change in private employment, I agree to immediately notify Employer.



Employee, Deputy Police Ombuds

Dec 9, 2024

Date



Employer, OPOC Chair

12-3-2024

Date

Secondary Employment

Final Audit Report

2024-12-09

Created:	2024-12-09
By:	Christina Coty (ccoty@spokanecity.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAxC3gW6SV5Hin7CITrEgeG0Bv_cZaA0iU

"Secondary Employment" History

-  Document created by Christina Coty (ccoty@spokanecity.org)
2024-12-09 - 7:18:37 PM GMT
-  Document emailed to Luvimae Omana (lomana@spokanecity.org) for signature
2024-12-09 - 7:19:24 PM GMT
-  Email viewed by Luvimae Omana (lomana@spokanecity.org)
2024-12-09 - 7:55:36 PM GMT
-  Document e-signed by Luvimae Omana (lomana@spokanecity.org)
Signature Date: 2024-12-09 - 7:56:07 PM GMT - Time Source: server
-  Agreement completed.
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