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November 10, 2008

Jeffrey Locke, Lieutenant  
City of Miami Police Department  
1701 NW 30<sup>th</sup> Ave.  
Miami, FL 33125

INQ 08-173 Outside Employment  
County Ethics Code at Sections 2-11.1 (j) & (k)

Dear Lt. Locke:

In your letter of October 28, 2008, you asked if certain outside employment with the law firm of Ford & Harrison would create ethics conflicts for you as a City of Miami Police Lieutenant. The Ethics Commission found no apparent ethics conflicts based on the facts you presented and as long as certain requirements are met.

The facts as we understand them are as follows:

- The law firm of Ford & Harrison would like to employ you as an outside contractor to provide expert witness and consulting services in the area of crisis intervention. Your contract is limited to a pending lawsuit in which Ford & Harrison is representing the City of Hialeah and several police officers from the City of Hialeah.
- The City of Miami is not currently involved in this lawsuit nor is the City of Miami expected to be involved in this lawsuit.

The requirements for engaging in outside employment include the following:

- You must obtain permission from your supervisors to engage in outside employment.
- You will conduct all outside employment on off-days or pre-approved time off.
- No city resources will be used for outside employment.
- You will file appropriate financial disclosure forms regarding outside employment each year with the Clerk for the City of Miami.

- You will not contract with the law firm of Ford & Harrison for work on any matters related to the City of Miami.
- You will not contract with the law firm of Ford & Harrison for any future work, regardless of the jurisdiction, without a new request for outside employment describing the details of your duties to the firm.

This opinion construes the Miami-Dade Conflict of Interest & Code of Ethics Ordinance only and is not applicable to any conflict under state law or other requirements imposed by your City Department.

Sincerely,



VICTORIA FRIGO  
Staff Attorney

08 NOV -3 PM 1:50  
ANTI PUBLIC TRUST

INQ 08-173

October 28, 2008

Jeffrey Locke  
[Redacted]  
[Redacted]

City of Miami Police Dept  
1701 NW 30 Ave  
Miami 33125

Mr. Robert Myers  
Executive Director  
Miami-Dade County Commission of Ethics

Dear Mr. Myers;

My name is Jeffrey Locke, I am a Lieutenant of Police currently employed the by Miami Police Department assigned to the Specialized Operations Section. I have been with the police department for nearly 25 years.

I would like to get a professional opinion regarding outside employment in order to avoid a possible conflict of interest.

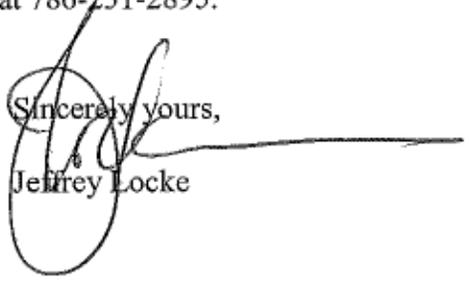
I have been contacted by the law firm Ford & Harrison, who is presently representing the City of Hialeah, and several officers in a civil lawsuit involving officers who are members of the Hialeah Police Departments Crisis Intervention Team. The law firm would like to hire me as a consultant and expert witness in the field of Crisis Intervention.

This law firm handles litigation involving businesses and municipalities. The firm would be hiring me as an independent contractor to review, consult and possibly provide expert witness testimony in cases not involving the City of Miami.

My function with this law firm would be as follows:

- All work will be as a consultant and expert witness.
- All work will consist of reviewing files, testimony and procedures.
- I will be acting and working as an independent agent, not as a City of Miami employee.
- All work performed will be on my off-days or on pre-approved time off.
- I will not be using any city issued equipment at any time.

Your expeditious response will be greatly appreciated. Should you have any questions, or desire additional information, please contact me at 786-251-2895.

Sincerely yours,  
  
Jeffrey Locke

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**FIRM OVERVIEW**

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Today organizations must operate in a highly regulated, litigious business climate. However, employers are able to minimize the legal risks involved in making employment decisions without compromising business needs.

Founded in Atlanta in 1978, Ford & Harrison has built a national practice in all aspects of labor and employment law with 18 offices across the country. More than 190 labor and employment lawyers at the firm strive to provide clients with sound legal advice, practical counseling and excellent client service.

Ford & Harrison is committed to providing assistance to employers to allow their management teams to successfully deal with increased litigation, government agency investigations, collective bargaining, or union organizing drives by helping to provide the necessary knowledge and insight to deal with these issues.

We concentrate our practice on all areas related to labor and employment law - including employment litigation and class actions, business immigration and employee benefits - so our clients gain from in-depth legal experience in all facets of these issues. We provide current, relevant information to our clients through a variety of resources, such as our *SourceBook*, newsletters, seminars and briefings. These resources provide valuable preventive maintenance tools to help clients understand the numerous state and federal labor and employment laws.

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