

**TOPCOP Pilot Concept/Implementation that INCREASES Police Income Via Payment Conversion
[In Conjunction With] Local Police And State Law.**

Budget Options for “The Owens Perspective/Client Oriented Policing” Pilot that would increase income and public safety related efficiencies in the local Policing space:

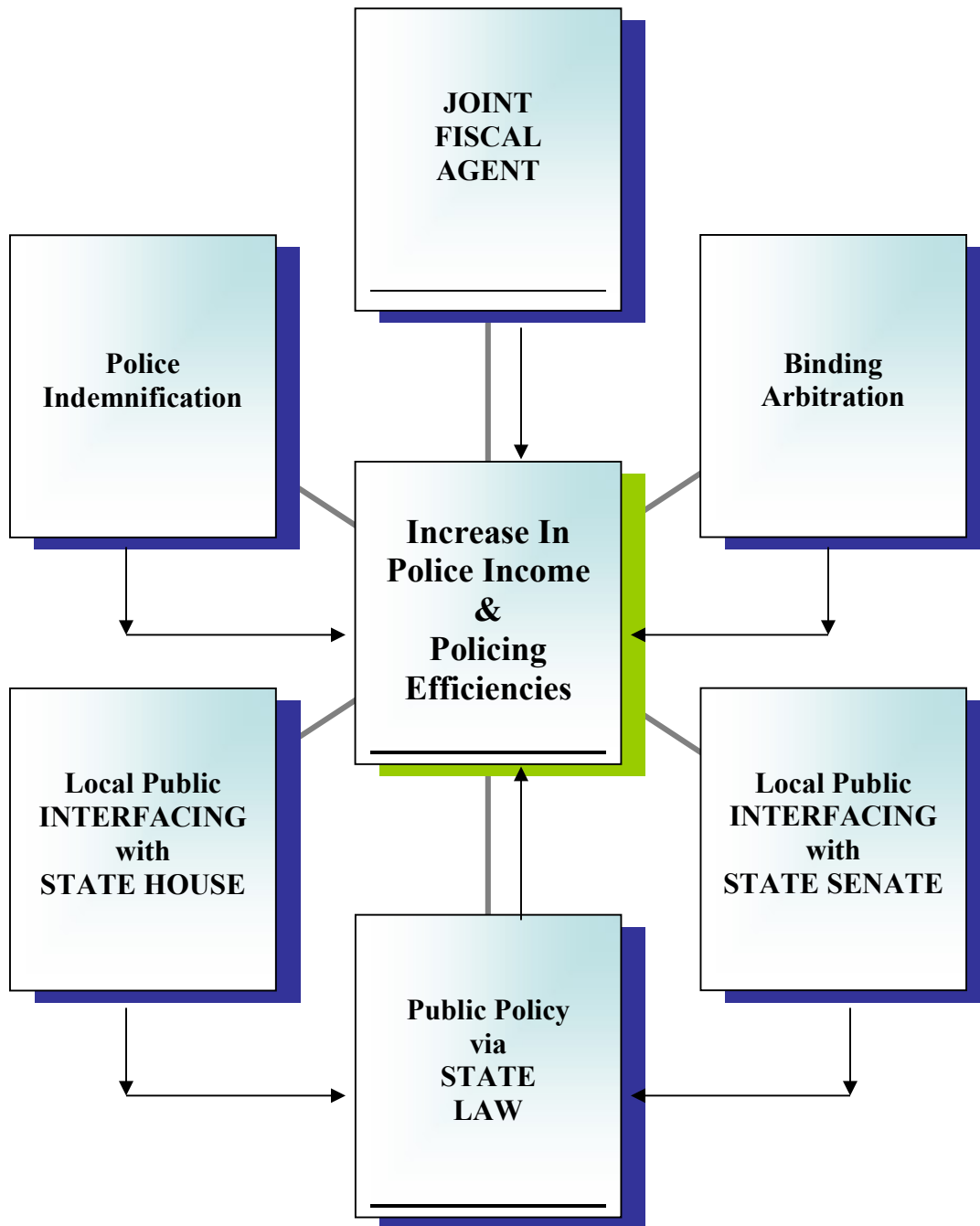
- ❖ Measurable objective via implementation of Two(2) budgetary changes to how local government would administer payment to its Police Force on behalf of its demographic Stakeholders would be as follows:
 1. Changing the governmental human resources relationship with Police Personnel by converting the Employer/Employee structure into a government services Independent Contractor relationship via IRS FORM 1099, for Sworn Personnel.
 2. On behalf of the local Police budget, enter into a Joint Fiscal Agent agreement with a local, state or national Police Union, i.e. a Police Benevolent Association (PBA), or a Fraternal Order of Police (FOP) organization, whereby the selected Partner Fiscal Agent would be empowered to administer 401(K) retirement invested by Police, or other Pension Fund investment tools on behalf of Police, etc., with authorization to issue paychecks generated by local government, but only via both the Fiscal Agent AND the local government Administrator, allowing for a platform of transparent and auditable [ledger & consensus] for proof of stake.

HIGHLIGHT of 1099 conversion: Redirecting dedicated Police budget funding from health & dental, paid vacations, and pensions since those expenditures would become the responsibility of the Law Enforcement Independent Contractor. Local government would still be on the hook for equipment, i.e. Uniforms, Police Vehicles, Mechanical Maintenance, Gas, Law Enforcement In-service Training, and Legal.

Public Policy: Local City or County Legislators or Voters authorizing an acceptable level of bonding capacity to require (*in adherence to local Ordinance*) as mandatory for the Fiscal Agent to qualify with.

- ❖ NOTE: Binding Arbitration agreements can also require special policy mandates that opens an Officer’s contract up to Competitors if an Officer loses One(1) criminal complaint per calendar year.

The Owens Perspective/Client-Oriented Policing



Pilot Funding Model that changes the Human Resources relationship with Police Personnel by converting the Employer/Employee structure into a government services Independent Contractor relationship via IRS FORM 1099, for Sworn Personnel.

TOP/COP Independent Contractor Policy Guide

General Code Of Conduct:

Introduction

Contractors at TOP/COP are expected to perform/execute associated skillsets in a manner that is impartial and diligent to an extent that contributes to the economic efficiency of TOP/COP's goals.

Personal And Professional Behavior

TOP/COP Contractors' professional behavior must contribute to a productive and harmonious workplace, and therefore, TOP/COP Associates are required to:

- a. comply with any legislative, industrial or administrative requirements;
- b. maintain and develop knowledge in areas of responsibility;
- c. exercise unsupervised judgment in the interests of TOP/COP;
- d. be aware of the requirements of Anti-Discrimination and Occupational Health and Safety legislation;
- e. make decisions fairly and without bias using the best factual information available;
- f. maintain adequate documentation to support decisions made;
- g. respect the dignity of the public, and other Contractors;
- h. implement TOP/COP policy;
- i. comply with conditions of access to TOP/COP's public facilities;
- j. act responsibly when becoming aware of any unethical behavior or wrong-doing by any other Contractor;

Use And Security Of Official Information

All Contractors have a right to expect confidentiality and privacy with respect to personal information obtained by other members of the TOP/COP community in the course of their service. Similarly, each Contractor have a responsibility to maintain the confidentiality, integrity and security of official information.

TOP/COP Independent Contractor Policy Guide

Official information may occur in the form of paper, documents, registers, files photographs, microfilm, data or information stored in hardcopy or electronic form, or passwords. Unless formal authority is granted, Contractors must not disclose or use official information that would not normally be available to the public other than as part of official duties. Formal disclosure mechanisms include Freedom of Information legislation or court orders such as subpoenas.

Contractors shall not take or seek to take improper advantage of any official information accessed under color of authority in order to gain financial or other benefit(s).

Publication Of Information

Care should be taken when publishing information to ensure that Contractors do not engage in practices that can reasonably be considered unethical and/or unlawful. Contractors are expected to comply with TOP/COP's policies and codes of conduct on e-mail and Web usage. When publishing academic work and the results of research, Contractors should be aware of the ethical and legal requirements with regard to authorship and the acknowledgement of work done by others.

Public Comment

Contractors should not attribute public comments to TOP/COP unless authorized by TOP/COP.

Breach Of Policy Code

This code of conduct is designed to promote and enhance the ethical behavior of all Contractors at TOP/COP, and breaches of the Code may result in action being taken by a statutory authority and/or agency where breaches of relevant legislation may be evident and may result in criminal action, fines or imprisonment.

TOP/COP Independent Contractor Policy Guide

Introduction And Purpose

The purpose of the policy is to facilitate the recruitment, selection and appointment of appropriately skilled and qualified Contractors who can contribute positively to TOP/COP's objectives, values and culture.

Principles

This policy incorporates the principles of equal employment opportunity to ensure that the most capable person is selected for a position on the basis of merit and without regard to factors predetermined to be irrelevant.

Internal Or External Selection

TOP/COP aims to achieve an effective balance on a case-by-case basis between advertising externally and internally to ensure it attracts the most appropriate and diversified pool of qualified Contractors.

Selection Processes

Selection processes and assessment should be relevant to the skills, experience and attributes required for competent performance.

For all advertised positions there will be a short-listing process where all Selection Committee members consider each of the applications in terms of the key selection criteria, and Selection Committee members will agree in writing on the reasons for which applicants have not been short-listed.

Other than in exceptional circumstances there will be a face-to-face discussion with the short-listed applicant(s). Alternative selection methods such as work tests, structured behavior-based questioning etc. will be at the discretion of the Selection Committee.

TOP/COP Independent Contractor Policy Guide

False Statements

TOP/COP may rescind an offer of appointment made to an applicant who has been discovered to have relayed false or deliberately misleading information during the selection process.

Notice Of Resignation

Contractors are required to submit written notice of intention to resign and the period of notice must be one month prior to the date of resignation, and except that where mutually agreed upon between the Contractor and TOP/COP, this period of notice may be reduced.

Withdrawal Of Resignation

Following acceptance of written notice of resignation, a Contractor may apply for withdrawal of the application to resign.