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**Employer's Agreement:**

I understand that Charlottesville Police Officers have certain law enforcement authority and responsibilities under state code and City Ordinance. Their exercise of law enforcement powers is directed by laws and ordinances, and I will not interfere with, or seek to limit, such exercise. I understand that officers' enforcement powers are limited to the upholding of laws established in State Codes and City Ordinances. As law enforcement officers they do not have, nor may they accept, the authority to enforce or initiate legal process with respect to non-criminal matters involving my workplace regulations, my private property or any contractual disputes. The responsibility for such enforcement will remain with me.

I understand that, while assigned to security-related tasks, officers will not be asked or expected to perform inappropriate non-security-related tasks, e.g. stocking shelves, pushing carts for customers, etc.

I understand that violation of any terms of this agreement will result in the cancellation of authorization for Charlottesville Police officers to perform in off-duty employment with my business establishment or me.

I acknowledge that upon request, I will be provided a copy of the Charlottesville Police Department General Order 512.01 – *Off-Duty Employment* and understand all restrictions of this directive.

I acknowledge and assume full responsibility for all payments associated with the employment of the requested officer(s), including all wages, worker's compensation, payment for court appearances, and any other activities associated with this employment. I agree to indemnify and hold harmless the City of Charlottesville, its officers, officials, employees and insurers, from and against any and all claims, loss, damage, injury and liability, of any nature whatsoever, resulting from, arising out of or in any way connected with my employment of this police officer in his off-duty hours.