



1st rendition
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**PUBLIC SERVANTS CODE OF THE STATE OF SAN ANDREAS
GOVERNED AND UPHELD BY THE DEPARTMENT OF JUSTICE**



Rocky Pluxury

Governor
Rocky Pluxury

Sophia Morozova

Attorney General
Sophia Morozova

Bob Morozov

Supreme Court Justice
Bob Morozov



§ 1. General Provisions

The Code of Procedures establishes the principles of civil justice, in conjunction with the Penal Code, commences and empowers the state organizations with their official duties and responsibilities, coinciding with the principles of justice. The Code of Procedure in conjunction with the Penal Code, shall be applicable to the State of San Andreas in its entirety, and those reside within.

§1a)

The objectives of the Code of Procedures are as follows:

- Protection of liberties asserted to those of civil, administrative and criminal proceedings
- Regulations of legal conduct
- Regulation of legal administrators
- Adequacy of legal procedures

§1.1 Chain of command

The Government is the highest authority in the state. The governor is the commander in chief. Compliance with the chain of command is mandatory for every officer.

Law Enforcement Agencies:

- San Andreas National Guard
- Federal Investigation Bureau
- Los Santos Police Department
- San Andreas Highway Patrol

Chain of command:

- Government
- NG - FIB
- LSPD - SAHP

National Guardsmen are part of the executive branch and have the same rights and duties as civil servants, but are classified as soldiers.

\$1.2 Register:

Every state organization has to keep a register of their employees which has to involve the following:

- Rank
- Passport number
- Full name of the employee
- Day of employment

After leaving the organization those data have to be secured for no less than 7 days.

\$1.3 Reasonable and justifiable force

- a) The principle of adequacy – a state employee is obligated to act with the appropriate conduct
- b) The principle of urgency – a state employee is obligated to act without delay.

\$1.3.1 All use of force must be reasonable and justifiable.

- a) Non-physical force – justifiable force that does not require physical intervention.
- b) Restrictive force – justifiable force that is necessary for detention.
- c) Non-lethal force – justifiable force used at the time of threat, that does not cause threat to another life.
- d) Lethal force – justifiable force used at the time of threat that does cause threat to another life.

\$2 Ethics code

The Ethics Code is a set of principles and basic rules of conduct that all citizens of the state of San Andreas must abide by.

\$2.1 Professional ethics.

- Every employee of a state organization must be polite and respectful to visitors and colleagues.
- Every employee of a state organization must comply with the chain of command.
- Every employee of a state organization must act professional, and not use slang, obscene words and expressions in their speech.
- Every employee of a state organization must treat the property of others and of the state with respect.
- Every employee of a state organization must improve their working skills and help their colleagues to progress.

- Every employee of a state organization must be honest with their colleagues and superiors.
- Every employee of a state organization must be secretive of information obtained in the course of their official duties.
- Every employee of a state organization must comply with the charter of their organization.

§3 Dress Code

§3.1 All employees of a state organization are prohibited from having any tattoos on their hands or face and face paint. *(Exceptions may occur, when it is required for special undercover work.)*

§3.2 All employees of a state organization are required to follow the employing organizations set dress code.

§3.3 All employees of a state organization are prohibited from displaying their accessories during their official duties. *(Accessories shall be defined as items, not necessary for the procedural actions of their official duties. Shoulder pets, wrist-accessories, glasses, earrings, or other means of self expression items may be worn, with the approval of their leader.)*

§3.4 All employees of a state organization shall perform their official duties in attire deemed reasonable for their workplace and the purpose of their duties.

§4 Detention and arrest

§4.1 Detention is a short-term deprivation of the citizens' right to liberty. The usage of detention shall not be seen as an infliction of guilt, but rather a period of time for the law enforcing officers to gather the necessary evidence, for a potential incrimination.

A citizen may be detained on the suspicion of a criminal offense or for the purpose of identification as and when required by law.

A detention period may not exceed twenty-five (25) minutes, this timer shall cease the moment the detainee requests legal representation.

- a) The arresting officer must detain the suspect at the safest opportunity, restraining them, thereby withdrawing their right to liberty and ensuring safety for all involved parties. *(This includes officially marked state organization vehicles)*

- b) Detention officials must resume providing proper care for detainees during detention, including using justified force and maintaining their health. They must also advise them of their Miranda Rights.
- c) The detaining officer must provide state-approved identification upon request of the detainee or their representative. Exceptions apply to undercover officers approved by the organization leader or high-commanding members, in such scenarios the detainee shall be provided with the necessary information to identify.
- d) Detaining officers must outline potential charges and justify them, along with justifiable evidence. If relevant, they may conduct a search to support the allegations.
- e) If the detainee requests private or state legal representation during detention;
 - If the detainee requests for a private attorney, the detainee has to provide the officer with the cellphone number of the attorney, if the attorney can not be reached after three attempts or doesn't arrive after fifteen minutes, the detainee has the right to a state legal representation
 - If the detainee requests for a state legal representation the arresting officer must ask over the department radio if an attorney is available, if there is no response from DOJ, the officer can request two more times each after two minutes. Detaining officers must wait until the Department of Justice or connected institutions confirm state legal counsel; they may use the allotted wait time to formulate any evidence or charges to be presented to the legal representative.
 - If the detainee does not request any private practicing attorney, or any state legal representation, the detaining officer may proceed to carry out the arresting procedure.

State legal representation can amend charges against a detainee, which the arresting officer must follow immediately. Private attorneys can argue, but the arresting officer's decision is overruled.

Any evidence that may incriminate the detainee, shall be presented to the legal representative no later than ten (10) minutes, after the first demand has been made by the legal representative.

If a detainee seeks state legal representation during periods of advertised bench trials, the detainee shall be taken to the capitol, where a bench trial for the detainee's guilt will be held.

§4.2 Arresting Procedure

The arresting officer is obliged to ensure their body-worn camera is recording throughout the detention and arrest of the detainee.

- The arresting law enforcement officer is required to inform the detainee of their charges, and reason for the arrest, at the earliest opportunity. The arresting law enforcement officer is required to, if not already, place the arrestee in handcuffs.
- The arresting law enforcement officer is required to request the arrestee of their preferable size in clothing and acquire said sized correctional outfit. If no response is given by the arrestee, the arresting law enforcement officer shall acquire a universally sized jumpsuit.
- A body search can be conducted by law enforcement officers or superiors, recording and storing illegal items in a central database. During arrest, officers must also search and confiscate communicative devices from the arrestee.
- If an arrestee is wearing clothing to conceal their identity, the officer must ask them to remove it. If they fail, the officer can tear the clothing off and waive their liability if the mask causes irreparable damage.
- Law enforcement officers must record charges in their Personal Digital Assistant (PDA) as per state legislation. Failure to do so results in monetary compensation for detainees, paid by the organization responsible. If no fines are given, the reimbursement amount is set at \$3000.
- Following all of the above, the arresting law enforcement officer, any officer appointed by, or superior to the arresting officer, shall hand the arrestee the jumpsuit, and conclude the arrest.

§4.3 An attorney cannot request an individual with a federally issued warrant be released from detention, due to lack of evidence, but may still bail said individual.

§5 Engagement Code

§5.1 All State organizations residing in the State of San Andreas are accountable to the Governor. The executive branch is headed by the Governor.

§5.2 State organizations must comply with the legislation of San Andreas and shall be submitted to the Attorney General for approval; however all State organizations are internally guided by their regulatory charters. These charters have to follow the current legislation.

§5.3 San Andreas Highway Patrol, Los Santos Police Department, United States Secret Service, Federal Investigation Bureau may perform procedural actions in cooperation with one another.

§5.3.1 All employees of a state organization are required to record videographic evidence of their official duties and store their recordings for no less than 48 hours. These recordings are to be presented to the Department of Justice, on request.

§5.3.2 Employees of a state organization performing their official duties are required to show their official organization issued identification at the first request of any citizen, to said detainee.

§6 Legal State Organizations residing in the State of San Andreas

§6.1 San Andreas Highway Patrol

§6.1.1 The San Andreas Highway Patrol is headed by the Sheriff.

§6.1.2 The San Andreas Highway Patrol upholds the law in their jurisdiction. They patrol all places outside the city's boundaries, including highways that cross those boundaries.

§6.1.3 San Andreas Highway Patrol can conduct investigations, patrols, and special operations within Los Santos Police Department's jurisdiction with their approval or absence. They must provide maximum assistance to state organizations through their official duties.

§6.1.4 San Andreas Highway Patrol state controlled facility



§6.2. Los Santos Police Department

§6.2.1 Los Santos Police Department is headed by the Chief of Police.

§6.2.2 Los Santos Police Department enforces public order in the city perimeter, excluding highways, and covers all areas within the city's perimeter.

§6.2.3 Los Santos Police Department can conduct investigations, patrols, and special operations within San Andreas Highway Patrol's jurisdiction with their approval or absence. They must provide maximum assistance to state organizations through their official duties.

§6.2.4 Los Santos Police Department state controlled facility



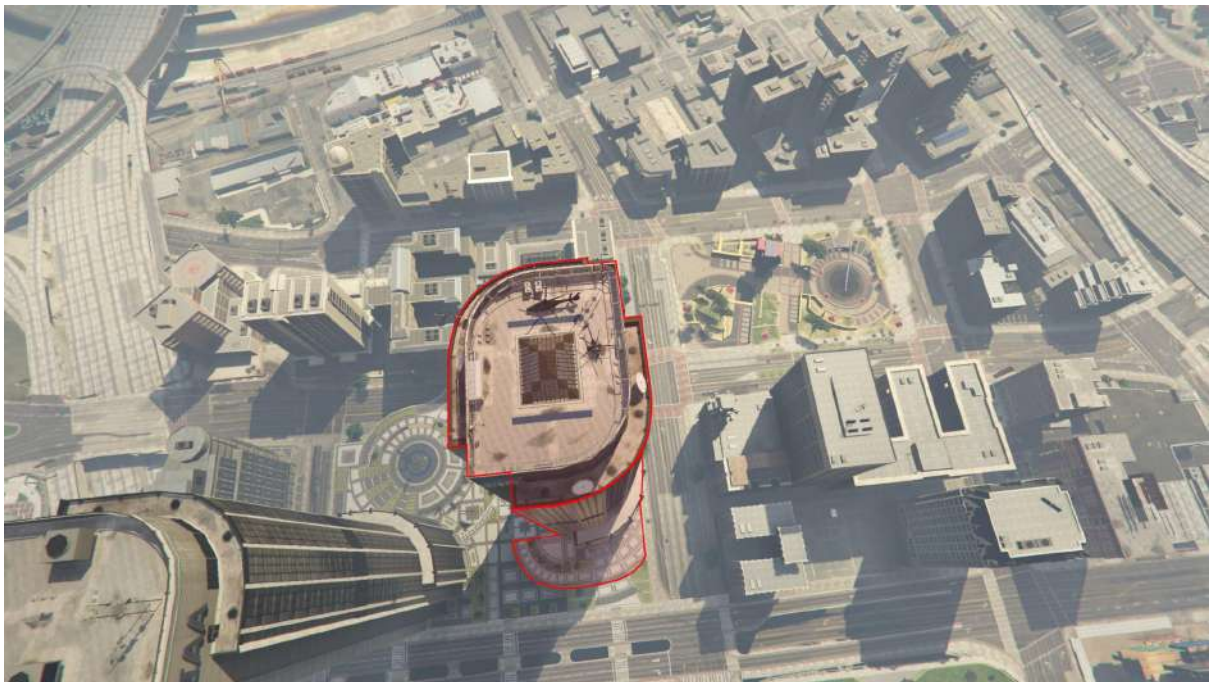
§6.3 Federal Investigation Bureau

§6.3.1 The Federal Investigation Bureau is headed by the Director.

§6.3.2 The Federal Investigation Bureau, based in San Andreas, is an internal intelligence agency investigating federal crimes.

§6.3.3 The Federal Investigation Bureau is responsible for providing assistance to state organizations and taking command of crime situations, regardless of status. It is responsible for maintaining confidential information records and individual classifications, as per the State of San Andreas' Code of Procedures.

§6.3.4 Federal Investigation Bureau state controlled facility



§6.4 San Andreas National Guard

§6.4.1 The San Andreas National Guard is headed by the General.

§6.4.2 The National Guard is the state's official military force, performing duties and providing inventory to state organizations. Military police patrol the state, searching for deserting military personnel and charging them with offenses under the Penal Code of San Andreas.

§6.4.3 The National Guard has full authority to request a signed contract and acquire a fee for said contract. The National Guard may demand a fee of fifteen thousand dollars (\$15.000) per truck delivered. The National Guard may however only demand financial compensation, if a supply run has already been successfully executed for the requesting organization, that foregoing day.

Any more than two (2) successful supply runs, The National Guard may increase the per truck fee to twenty-five thousand dollars (\$25.000).

Should a vehicle transporting inventory during a supply run for a state organization, the National Guard is to record the incident internally, which should be provided if they are audited by the Government or Federal Investigation Bureau.

§6.4.4 San Andreas National Guard state controlled facility



§6.4.5 The National Guard of San Andreas holds base at Fort Zancudo, where restricted areas apply, to ensure the continuance operation of the base.

The Economic Influence Zone

The region surrounding Fort Zancudo, where many soldiers live and reside. This region may be patrolled by the U.S Marshal Service.

Yellow zone of Fort Zancudo

A region surrounding Fort Zancudo, controlled and patrolled by the National Guard. Within this zone, the National Guard holds the right to stop and detain any individual for identification. They may perform bodily and vehicular searches, aswell as serve the individual a notice of trespass.

Red zone of Fort Zancudo

A region surrounding Fort Zancudo, where any individual found with unauthorized access may be detained with lethal force and arrested, in conjunction with the Penal Code of San Andreas.



§6.4.6 The access to Fort Zancudo is granted to the following individuals

- The Governor/Governess and their deputies.
- The Attorney General
- Individuals with a warrant from a Judiciary member of the court.
- Law enforcement officers or State officials who has received authorization from the National Guard.

§6.5 Emergency Medical Service

§6.5.1 The Emergency Medical Services is led by the Chief.

§6.5.2 Emergency Medical Services is a state health care system in San Andreas, with the Chief establishing rules for medical services and medication sales in accordance with San Andreas legislation.

§6.5.3 The Emergency Medical Services may conduct scheduled healthcare inspections on the state organizations.

§6.5.4.1 Emergency Medical Service Pillbox Hill state controlled facility



§6.5.4.2 Emergency Medical Service Sandy Shores state controlled facility



§6.5.4.3 Emergency Medical Service MedLab state controlled facility



§6.6. Government of San Andreas

§6.6.1 The Government of San Andreas is headed by the Governor.

§6.6.2 The Department of Justice is headed by the Attorney General and the Supreme Court Justice.

- The Attorney General advises the Governor/Governess, while the Department of Justice oversees the Department of Corrections and provides legal representation to detained individuals. It is responsible for upholding the law in San Andreas and is the principal body in all legal matters, enforced by the federal executive department. The Department of Justice is a federal executive department ensuring the rule of law is upheld.

§6.6.3 The United States Secret Service is headed by the Director of USSS.

- The United States Secret Service is a law enforcement agency in San Andreas, California, focusing on the safety of government officials and foreign heads. As part of the Department of Treasury, they can detain and search individuals near the Capitol and provide maximum assistance to other state organizations.

§6.6.4 The Department of Corrections is led by the Warden.

- The Department of Corrections is a correctional institution in San Andreas, overseen by the Department of Justice and the executive branch of the government. It provides facilities for incarceration of citizens and can order state employees or citizens to vacate the premises. Citizens near correctional facilities may be searched by the Department of Corrections or high-ranking government officials.

§6.6.5 The Department of Economics is led by the Director.

- The Department of Economics oversees the Internal Revenue Services, licenses, and government-sponsored events for citizens of San Andreas. Its primary goal is to maintain healthy interactions between the government and citizens, while also providing government-sponsored events.

§6.6.6 Government Capitol state controlled facility



§6.6.6.1 Department of Corrections state controlled facility



§6.7. State organization leaders have the right to request funding from the Government.

- Each week the Governor shall disburse \$3 million dollars to each the LSPD, FIB, NG, EMS, and SAHP. This money shall be used for any expenses the organization sees fit.
- Each week, the governor will issue goals or initiatives to each state organization, including the government, and if these are reached, \$2 million in additional funds will be distributed.
- Additional funds can be disbursed to an organization upon a written request and approval by the Governor. These funds must be spend according to the request.
- When the organization balance is higher than \$15 million, no funds will be disbursed.

§6.8 All employees of state organizations (SAHP,LSPD,FIB,EMS,GOV) are immune to traffic laws during the performance of their official duties. *The application of said immunity, shall be done with a risk assessment, prior to the performance.*

§6.9 State Inspections

§6.9.1 The state inspections are carried out by the Governor or their deputies or the Attorney General. The Supreme Court may order the Attorney General to conduct an inspection on a state organization, with the relevant court judgment.

§6.9.2 Government may order examination of state organizations to identify illicit materials, restricted weapons, or wrongdoing through physical or vehicle searches. They also have the right to initiate an audit of internal regulations and activities of state organizations.

§6.9.3 The Governor and their deputies or the Attorney General have the right to make recommendations to the leaders of the inspected state organization in relation to disciplinary action, including but not limited complete dismissal of an employee.

§7 Legal Immunity Law

§7.1 Legal immunity prevents individuals from being held liable for violations of the law without written approval from the Supreme Court, Attorney General, or immunity review board.

§7.1.2 Full immunity status is given to the following individuals:

- The Governor and their Deputies
- The Attorney General and the Supreme Court Justice
- Leaders and Deputies of State Organizations

§7.1.2 An individual who holds full immunity can not be held responsible for the following felonies and fractions:

- Class E felony
- Class D felony
- Class C felony
- Class B felony
- Class C infraction
- Class B infraction
- Class A infraction

However evidence containing those felonies and fractions can be used in a case file against said individual.

§7.1.3 Individuals with full immunity can wear and use special equipment for safety. Vehicles used or owned by individuals with full immunity, cannot be stopped, inspected or searched, without an order from the Attorney General, Supreme Court or the Immunity review board.

§7.2 Incomplete immunity is a legal status, wherein the possessing individual cannot be held liable for violations of the law, without the consent of one of the following individuals:

- The suspects organization's leader.
- The suspects organizations deputy leader
- By the warrant of the Attorney General or Supreme Court Justice

§7.2.1 Incomplete immunity status is given to the following individuals:

- Division directors and their deputies within state organizations
- 00 agents within the Federal Investigation Bureau
- Undercover law enforcement officers approved by the Director of the Federal Investigation Bureau
- Qualified informants, approved by the leader of a state organization, the Supreme Court or the Attorney General
- Military personnel appointed by the General of the National Guard
- Individuals protected by witness protection, granted by the Supreme Court or the Attorney General

§7.3 The following individuals may have their identities classified:

- The Governor and their deputies
- Leaders of state organizations and their deputies
- The Attorney General and the Supreme Court Justice
- Division directors and their deputies within state organizations
- 00 agents within the Federal Investigation Bureau
- Undercover law enforcement officers approved by the Director of the Federal Investigation Bureau
- Qualified informants, approved by the leader of a state organization, the Supreme Court or the Attorney General
- Military personnel appointed by the General of the National Guard
- Individuals protected by witness protection, granted by the Supreme Court or the Attorney General

§7.4 Any individual possessing full immunity, who may be suspected of committing a criminal offense, may only be investigated once evidence has been collated and provided to the Attorney General of San Andreas, who may file a motion to initiate an investigation with the Supreme Court of San Andreas. The Supreme Court may authorize said motion, or refuse providing justification to the Attorney General.

§7.4.1 If the Attorney General or Supreme Court Justice is under investigation, all evidence shall be turned over to the immunity review board, for a majority decision on whether to suspend their immunity.

- *Immunity review board – Consists of a single leader of each state organization*

§7.4.2 An individual with immunity cannot be arrested, searched, interrogated or face other procedural actions, without a warrant from the Supreme Court.

- In case of the Attorney General or Supreme Court Justice, any procedural actions may only be carried out, with a warrant issued by the Immunity review board.

§7.4.3 In the event of procedural actions being taken against multiple individuals with full immunity, the Federal Investigation Bureau leads the organization of a meeting with all state organization leaders (Except those in which procedural actions are being taken) The meeting can result in the following outcomes.

- Impeachment of the Governor including the termination of the government.
- Impeachment of the Governor including the termination of other government officials.
- Termination and arrest of specific government officials with full immunity.
- No further action to be taken.

§8. Labor Code

§8.1 The State Labor Code governs employment relationships between employees and employers in San Andreas, aiming to establish state guarantees for labor rights, create favorable working conditions, and protect employees' rights and interests. It focuses on labor organization, management, and dispute resolution. Labor law applies to public and private organizations, with employees and employers being defined by freedom of labor, prohibition of forced labor, fair working conditions, and equality of rights and opportunities.

§8.2 Employer's rights

- a) To begin and to terminate employment agreements or contracts;
- b) To require the employee to comply with all the rules and norms of work;
- c) To create and to approve regulations (charters, job descriptions, etc.);
- d) To reward employees for their conscientious work;
- e) To edit and supplement the employment contract with conditions that do not worsen the employee's position;
- f) To implement disciplinary action;
- g) To establish a work schedule for his organization.

§8.2.1 Employer's obligations

- a) To comply with all State Codes and Laws;
- b) To provide the employee with comfortable working conditions;
- c) To pay an employee a bonus for the labor function performed by him;
- d) To provide a position or title to an employee, stipulated in the duties for promotion in the career ladder;
- e) To provide conditions for career growth;
- f) To ensure the timely advancement of the employee up the career ladder;
- g) To consider complaints from employees regarding the work process;
- h) To pay in full the wages due to employees;
- i) To provide working conditions that meet the standards regulated by State Laws and codes;
- j) To provide all necessary instructions for the appropriate execution of working tasks;
- k) To familiarize employees with the internal organizational charter and rules;

- l) To conclude an employment contract only with the personal presence of the employee being hired

§8.3 Employee rights

- a) To terminate your employment you must abide by the terms stated in your employment contract if signed.
Note: Going AWOL is the action of leaving the National Guard without notifying either the General or their respected commissioned officer of the Organization. This is a Federal Crime and is punishable by law. This can also lead to the individual being declared a Deserter.
- b) To receive complete information about the working conditions;
- c) To take a vacation or a time off provided by the internal regulations of the organization;
- d) To receive a salary; Note: Salary is received every hour only if the employee was not sleeping.
- e) To receive a professional training, retraining or an advanced training in accordance with the chosen specialty;
- f) To demand the reason for the dismissal from the employer, as well as all material confirming it within 48 hours of said dismissal;
- g) To sue the employer for subsequent proceedings, in case of an employer violating the Labor code.

§8.3.1 Employee's obligations

- a) To fulfill his labor duties in good faith;
- b) To comply with the internal labor regulations of the organization (charter);
- c) To come to a personal meeting with the employer to conclude an employment contract;
- d) To comply with state law at all times;
- e) To comply with the legal and working requirements of the employer;
- f) To conduct polite speech with the residents of the state, as well as to obey the leadership of the organization in which the employee is located;
- g) To keep work records and submit them in a timely manner;
- h) To follow the dress code provided by the organization;
- i) To have valid medical insurance at all times.
- j) To have a valid weapons license at all times when required by law.

§8.4 Employees must follow internal labor regulations, with daily work durations limited to 12 hours for state organizations. They can continue working after the end of the day at their request. Lunch breaks are limited to 2 hours. Employers can grant

breaks or vacations for valid reasons, and additional vacation days for excellence are at the employer's discretion.

§8.5 Remuneration consists of hourly wages and bonuses, which are determined by employee position, qualifications, and hours worked. Employers pay bonuses at their discretion, and can delay indefinitely if treasury issues arise. Bonuses are paid in San Andreas currency.

§8.6 Labor discipline is mandatory in the State of San Andreas, with employers creating conditions for employees to comply. Internal labor regulations govern basic rights, obligations, work schedule, and rest time, approved by employers and considering the Department of Social Development's opinion. Employers can encourage good faith performance.

§8.6.1 Employer can apply disciplinary sanctions for employee violations of San Andreas labor regulations;

- Reprimand
- Demotion
- Suspension (demotion to rank 1)
- Dismissal

§8.6.1 The employer has the right to remove the disciplinary sanction from the employee, if during the following seven days from the sanction, the employee showed up to work, accomplished his tasks accordingly, displayed good behavior and did not receive any new disciplinary sanction. Furthermore does the employee have the right to do community service and produce at least ten thousand (10.000) medkits in Humane Labs.

§8.7 Suspension from work is a temporary preventive measure preventing official powers from being exercised, with or without wages and positions preserved.

Temporarily suspension of an employee from the organization can be performed by:

- The Employer: the head of the organization, the deputy head of organization
- Authorized people: Governor, Deputy Governor, Attorney General, Supreme Court Justice

§8.7.1 Grounds for suspension are the following;

- pre-trial proceedings;
- investigative measures;
- recertification of an employee;
- exceeding official powers (by the decision of the head of the organization)

§8.8 The employee has the right to write a letter addressed to the employer for dismissal of his own free will (letter of resignation).

§8.8.1 The employment relationship may be terminated by the employer in the following cases:

- a) Repeated violation of the internal labor regulations of the organization;
- b) In case of identification in the employee's personal file of outstanding violations of the Penal Code;
- c) Repeated failure of the employee to fulfill his duties;
- d) Absenteeism from the working day;
- e) The appearance of an employee at work in a state of alcoholic or drug intoxication;
- f) Incitement to conflicts within the organization;
- g) Unsuitability (incompetence);
- h) In case of identification of an actual record addressed to the employee in the emergency situations of organizations.

§9 Election Rules

§9.1 All San Andreas residents will be able to vote in the election to choose who will take office when the administration has completed its terms. Each election's candidates will be chosen by divine inspiration.

§9.2 It is unlawful for any candidate, or anyone involved with political or personal motives for the candidates success, to buy or accumulate votes, by the exchange of money, promises, items or any other means of value.

§9.3 During the time of voting, there shall be a period of campaign silence. All candidates and anyone with a political or personal motive of that candidate's success, shall remain no closer than 500 meters from the place of voting.

Campaigning shall be defined as

- Requesting people to vote for a candidate
- Advertising through any official channel or through Life Invader.
- Debating
- Hosting of events.

§9.4 All State organizations shall be present during the time of voting to ensure these election rules are upheld, if allowed by the attendance of their official duties.

§10 Martial Law

§10.1 Leaders of the National Guard, Federal Investigation Bureau, Los Santos Police Department, San Andreas Highway Patrol, and Emergency Medical Service, with one representative serving as part of the Department of Justice, proclaim civil disorder in the absence of a functioning government.

§10.2 The General of the National Guard will be in full control as the leader of the state. Together with representatives from the other legal organizations, he will be in charge of the military court.

§10.3 Each leader of any legal organization will pinpoint two (2) representatives from his organization to represent citizens in need of a legal representative. *Note: No legal advisor can go against his own organization.*

§10.4 During Martial Law, Law Enforcement Officers have the right to search any citizen or vehicle that is either on state property, at a crime scene or at a property that is known for his criminal activities. They may also have the right to conduct regulated border patrols at the border between Los Santos County and Blaine County