



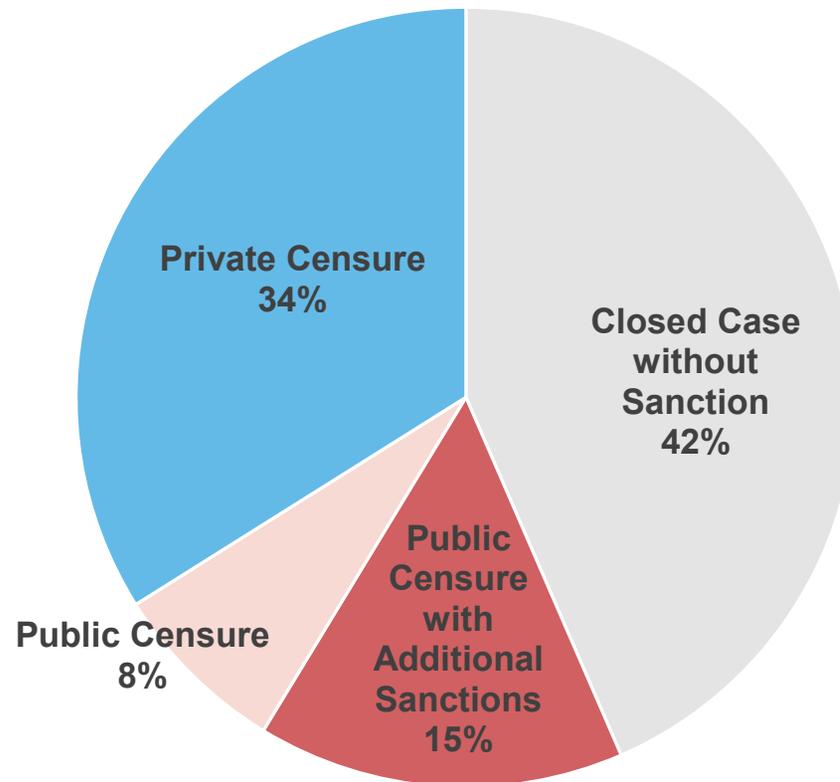
ETHICS CASE TRENDS AND SCENARIOS FOR DISCUSSION

December 2022

ICMA | ethics

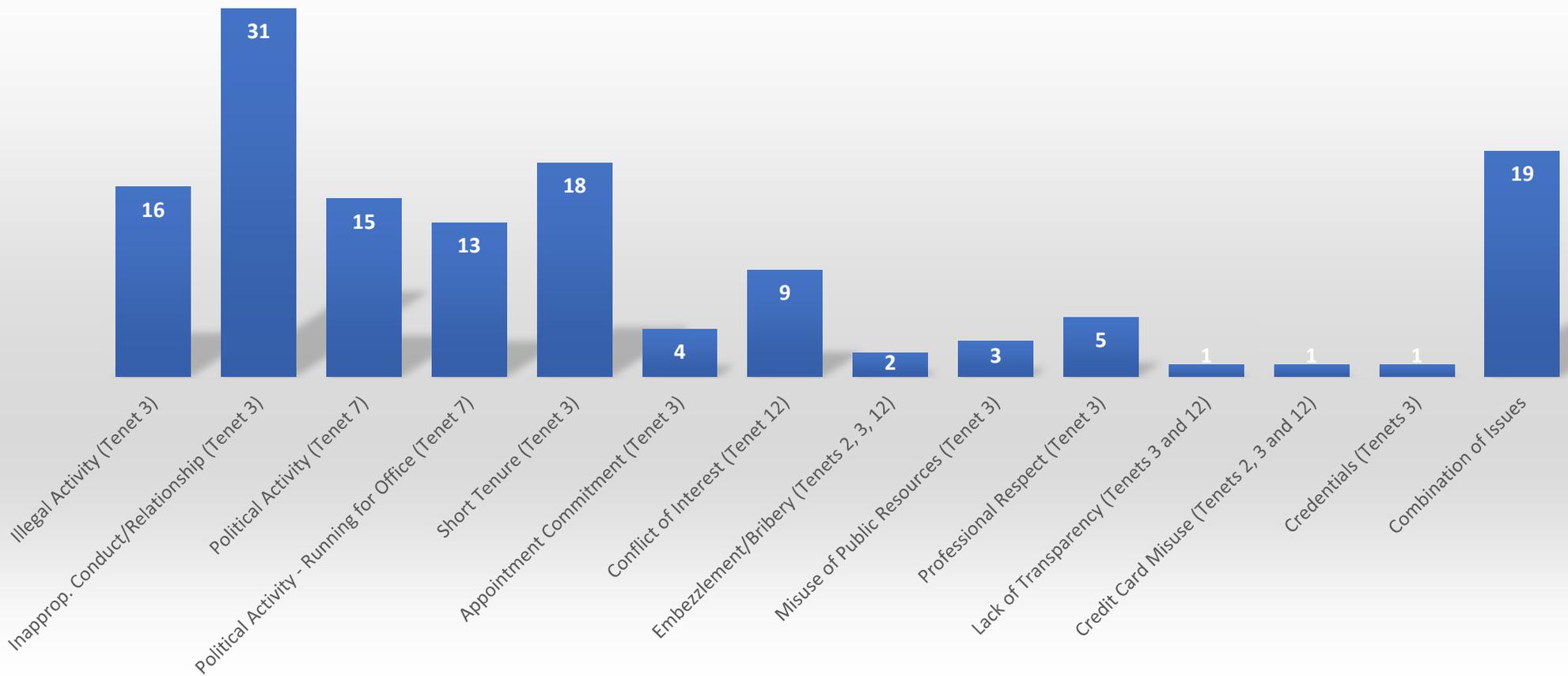
Ethics Review Process Outcomes

241 Total Ethics Cases: 2013-2022



Topic of Ethics Violations by Case

Number of Cases 2013-2022



DISCUSSION OF ETHICS SCENARIOS

WHAT WOULD YOU DO?

A Permits secretary was caught taking money out of the cash drawer after an audit. The amount was \$10 but she had apparently been doing this for a while. The amount was small and she documented it and always repaid. She admitted to taking the money for lunch and planned to repay after payday. She didn't do it every pay period, only when she was short on cash. She has been with the city for 22 years and can retire in 3. She has received Employee of the Year several times and always helps other departments. She even noticed when another employee was taking money and keeping it. That amount was \$5,000. She has worked in several departments including CMO.

TENET 11

- Handle all matters of personnel on the basis of merit so that fairness and impartiality govern a member's decisions, pertaining to appointments, pay adjustments, promotions, and discipline.

WHAT WOULD YOU DO?

You have been friends with a local attorney in town since high school. Now that attorney is running for District Attorney. Because you live on a highly visible thoroughfare, she has asked you to place a large yard sign in your front yard and make a contribution to her campaign so she can list you as a supporter.

TENET 7

- Elections. Members share with their fellow citizens the right and responsibility to vote. However, in order not to impair their effectiveness on behalf of the local governments they serve, they shall not participate in political activities to support the candidacy of individuals running for any city, county, special district, school, state or federal offices. Specifically, they shall not endorse candidates, make financial contributions, sign or circulate petitions, or participate in fund-raising activities for individuals seeking or holding elected office.

WHAT WOULD YOU DO?

You have been approached by a promoter for a new F1 venue. The potential development is promising and attractive to the community. The promoter offers to send you and the Mayor on an all-expense paid trip to England to experience a similar project and race. It is important to view the development in person in order to help explain the project to the Council and the public.

TENET 3

- Demonstrate by word and action the highest standards of ethical conduct and integrity in all public, professional, and personal relationships in order that the member may merit the trust and respect of the elected and appointed officials, employees, and the public.
- **GUIDELINES Public Confidence.** Members should conduct themselves so as to maintain public confidence in their position and profession, the integrity of their local government, and in their responsibility to uphold the public trust.

WHAT WOULD YOU DO?

A fire breaks out in the police station. A City Councilmember hears the call on his police scanner and quickly responds to the scene. When he arrives, the dispatcher refuses to “buzz” him in. The Councilmember demands to be let in and threatens to have her fired. The Incident Commander is consulted and agrees he should not enter. He berates the dispatcher stating he has authority to review departmental performance but she stands her ground. He marches off ensuring her she will be fired.

TENET 10

- Resist any encroachment on professional responsibilities, believing the member should be free to carry out official policies without interference, and handle each problem without discrimination on the basis of principle and justice.

WHAT WOULD YOU DO?

You have been the county manager for five years. During that time, you have divorced your spouse and have become “very good” friends with one of the County Planners. Things are getting very serious with this individual and you are ready to take the relationship to the next level.

TENET 3

- Demonstrate by word and action the highest standards of ethical conduct and integrity in all public, professional, and personal relationships in order that the member may merit the trust and respect of the elected and appointed officials, employees, and the public.
- GUIDELINES Relationships in the Workplace. Members should not engage in an intimate or romantic relationship with any elected official or board appointee, employee they report to, one they appoint and/or supervise, either directly or indirectly, within the organization. This guideline does not restrict personal friendships, professional mentoring, or social interactions with employees, elected officials and Board appointees.