

This is interactive so do this NOW!

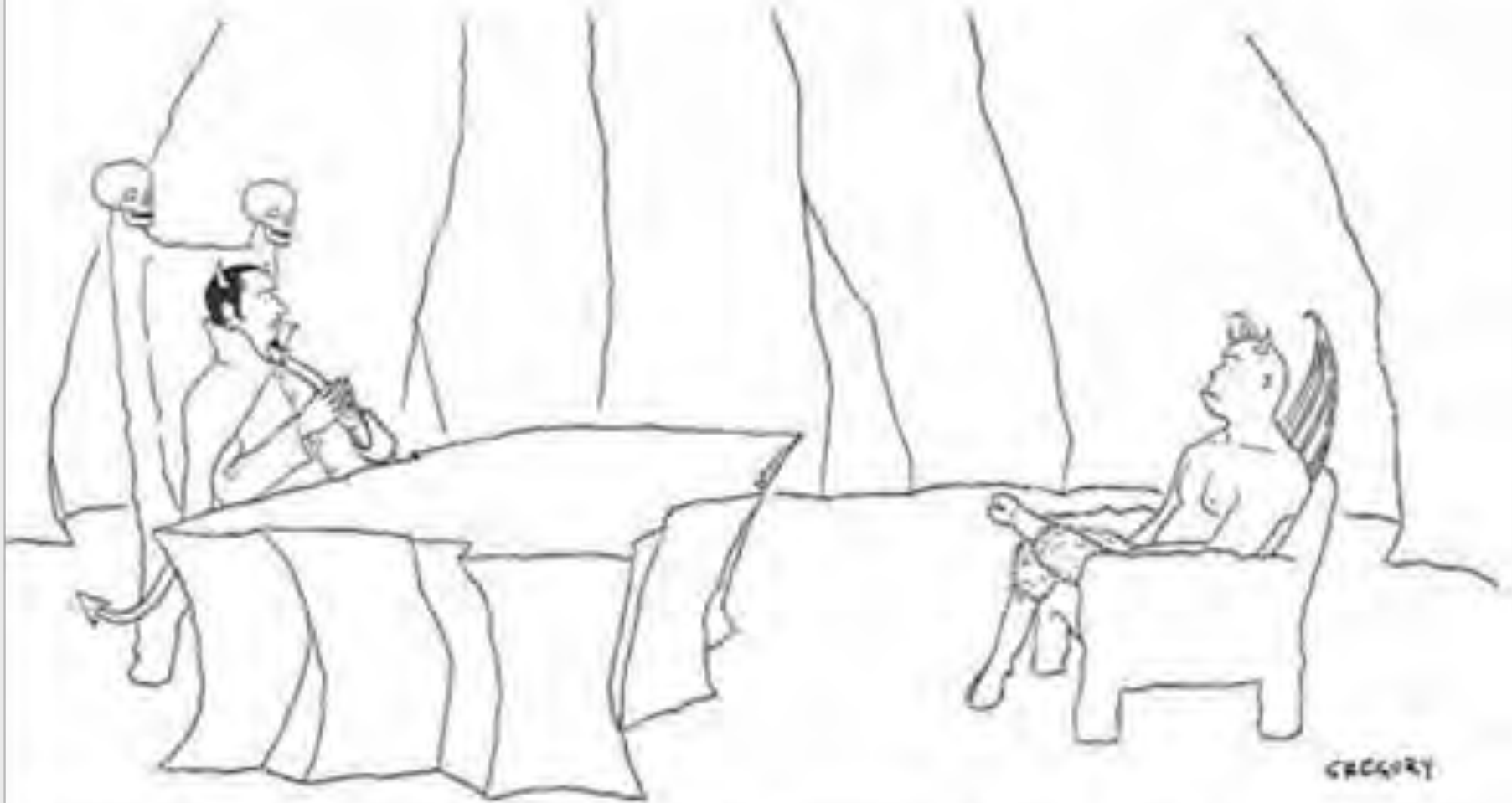
Text this: MARTHAPEREGO875

TO: 22333



Do the Right Thing!

Martha Perego
ICMA Director of Member Services & Ethics



"I need someone well versed in the art of torture—do you know PowerPoint?"

The players...



The outcome...

Ex-Miami Chief Gets 366 Days For Fraud

Stole \$86,563 from... **Do The Right Thing of Miami Inc.**

The #1 value that guides my conduct is....

Start the presentation to see live content. Still no live content? Install the app or get help at PollEv.com/app

NEW!! 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.

#MeTooTsunami...

I've witnessed
it in my
organization **A**

I have
personally
experienced it **B**

It doesn't
happen in my
organization **C**

#MeToo...the perpetrator is

An elected
official

City/County
manager

Senior staff

Peer

Tenet 1

Be dedicated to the concepts of effective and democratic local government by responsible elected officials and believe that professional general management is essential to the achievement of this objective.

Tenet 2

Affirm the dignity and worth of the services rendered by government and maintain a constructive, creative, and practical attitude toward local government affairs and a deep sense of social responsibility as a trusted public servant.

Tenet 2 Guideline

Advice to Officials of Other Local Governments

When members advise and respond to inquiries from elected or appointed officials of other local governments, they should inform the administrators of those communities.

Private censure for....

- Sarcastic comments about the state of affairs and elected officials in former community
- Posted on social media
- Never mentioned the current manager

Takeaway? Have some great advice the world needs to hear? Say it privately to your colleague!



Ethical Conduct....



Political neutrality means no...

- Running for elected office or
 - Accepting an unexpired term (even on the school board)
- Endorsing a candidate
- Making a financial contribution
- Sign in your yard or bumper sticker

VOTE



FreeSignPrinter.com

Censured for...

- Political activity
- Off duty conduct
- Making nasty comments on social media about a former elected official
- Using public email for personal benefit
- Inappropriate physical contact
- Conflict of interest in hiring a friend
- Sloppy management

Personal relationships

- ✓ A conflict of interest
- ✓ Appearance of a conflict of interest
- ✓ Personal financial gain of a member by virtue of a relationship with any individual, spouse/partner, group, agency, vendor or other entity

Disclose the relationship to the organization!!!!

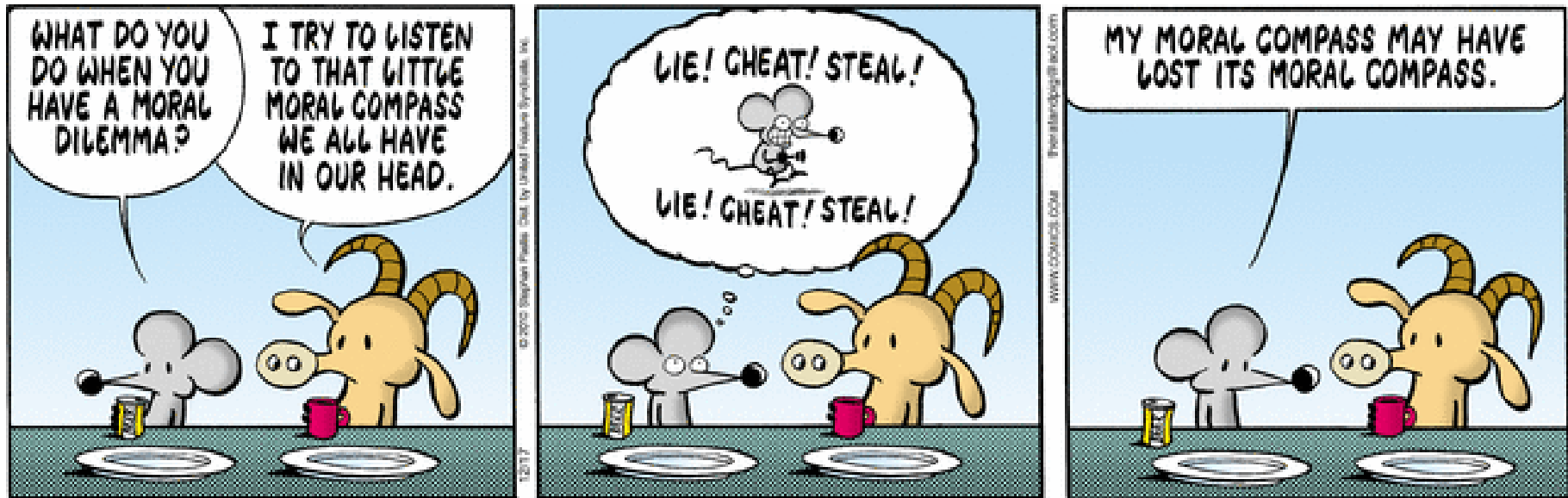
GO/NO GO ??

- Am I taking some official action, directing an employee, or using a city resource to do anything that involves my spouse, child, parent, friend, or sibling?
- Do I have a personal connection to a work issue?
- Will I gain from an official decision?

Ask before you act

- Sound legal advice is a starting not ending point
- ICMA
 - Confidential advice
 - Talking about an ethics mistake doesn't trigger a review
 - In an ethics hole? Strategy to extricate you!

Where is true north???



Do the Right Thing!



"C'mon, c'mon — it's either one or the other."