

## STATEMENT OF ETHICAL CONDUCT

Policy # **1115**  
Original Effective Date: 01/15/2020  
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Type of Policy:  BOARD  DISTRICT  FIRE  PARKS

### **POLICY**

1115.1 All Cosumnes Community Services District (“District”) personnel are expected to treat their office as a public trust.

### **PURPOSE AND SCOPE**

- 1115.2 District personnel are expected to conform to District Code of Ethics & Expectations set forth in this Policy (“Code”) which provides clear, positive statement of ethical behavior reflecting the expectations of the District and the communities it serves. The Code includes practical strategies for addressing ethical questions and a useful framework for decision-making and handling the day-to-day operations of the District. The Code is developed to reflect the issues and concerns of today’s complex and diverse society.
- 1115.3 This policy applies to all District elected officials, executives, employees, interns, volunteers, contractors, vendors, suppliers, members of the public, and other persons who participate in District programs and services.

### **APPLICATION / PROCEDURE**

- 1115.4 Definitions:
- a. None
- 1115.5 District personnel are not permitted to receive a personal financial gain or avoid financial detriment that would not otherwise be available but for their position as a public employee.
- 1115.6 District personnel are expected to recognize the possibility of a potential or actual conflict of interest they may have and disclose the conflict, in writing, to their supervisor and Department Head. The supervisor or Department Head shall acknowledge the potential or actual conflict in writing and determine whether such conflict can be resolved if appropriate. A copy of the disclosure and subsequent acknowledgement shall be placed in the District personnel file.
- 1115.7 District personnel are expected to conduct themselves in a manner to avoid the appearance of impropriety. Conduct that could appear dishonest to a reasonable observer will undermine the public trust even if the conduct is not illegal.
- 1115.8 District personnel are expected to report conduct that is unethical.

## 1115.9 District Code of Ethics & Expectations:

### a. Goals of the Code of Ethics & Expectations:

1. To make Cosumnes Community Services District a better District built on mutual respect and trust.
2. To promote and maintain the highest standards of personal and professional conduct among all involved in District government, District personnel, volunteers, and members of the District's Board. All elected and appointed officials, officers, employees, members of advisory committees, and volunteers of the District.
3. The Code is a touchstone for members of District Board and personnel in fulfilling their roles and responsibilities.

### b. Preamble:

1. The proper operation of democratic government requires that decision-makers be independent, impartial and accountable to the people they serve. The District has adopted this Code to promote and maintain the highest standards of personal and professional conduct in the District's government.
2. All officials, and others, who participate in the District's government are required to subscribe to this Code, understand how it applies to their specific responsibilities, and practice its seven expectations in their work. Because we seek public confidence in the District's services and public trust of its decision-makers, our decisions and our work must meet the most demanding ethical standards and demonstrate the highest levels of achievement in following this Code.

### c. Expectations: As participatory officials in the District's government, we subscribe to the following Expectations:

#### 1. As a representative of the District, I will be ethical.

##### i. In practice, this expectation looks like:

- I am trustworthy and honest, acting with the utmost integrity and moral courage. I am truthful. I do what I say I will do. I am dependable.
- I make impartial decisions, free of bribes, unlawful gifts, narrow political interests, financial, and other personal interests that impair my independence of judgment or action.
- I am fair, distributing benefits and burdens according to consistent and equitable criteria.
- I extend equal opportunities and due process to all parties in matters under consideration. If I engage in unilateral meetings and discussions, I do so without making voting decisions or any

improper or unauthorized representations on behalf of the District.

- I show respect for persons, confidences, and information designated as "confidential."
- I use my title(s) only when conducting official District business for information purposes or as an indication of background and expertise carefully considering whether I am exceeding or appearing to exceed my authority.
- I will avoid actions that might cause the public or others to question my independent judgment.
- I maintain a constructive, creative, and practical attitude toward the District's affairs and a deep sense of social responsibility as a trusted public servant.

2. As a representative of the District, I will be professional.

i. In practice, this expectation looks like:

- I apply my knowledge and expertise to my assigned activities and to the interpersonal relationships that are part of my job in a consistent, confident, competent, and productive manner.
- I approach my job and work-related relationships with a positive, collaborative attitude.
- I keep my professional education, knowledge, and skills current and growing.

3. As a representative of the District, I will be service-oriented.

i. In practice, this expectation looks like:

- I provide friendly, receptive, courteous service to everyone.
- I attune to and care about the needs and issues of citizens, public officials, and District workers.
- In my interactions with constituents, I am interested, engaged, and responsive.

4. As a representative of the District, I will be fiscally responsible.

i. In practice, this expectation looks like:

- I make decisions after prudent consideration of their financial impact, considering the long-term financial needs of the District, especially its financial stability.
- I demonstrate concern for the proper use of District assets (e.g., personnel, time, property, equipment, funds) and follow established procedures.
- I make good financial decisions that seek to preserve programs and services for District residents.

- I have knowledge of and adhere to the District's Financial Management Policies.

5. As a representative of the District, I will be organized.

i. In practice, this expectation looks like:

- I act in an efficient manner, making decisions and recommendations based upon research and facts, taking into consideration short- and long-term goals.
- I follow through in a responsible way, keeping others informed and responding in a timely fashion.
- I am respectful of established District processes and guidelines.

6. As a representative of the District, I will be communicative and collaborative.

i. In practice, this expectation looks like:

- I positively convey the District's care for and commitment to its citizens.
- I communicate in various ways, that I am approachable, open-minded, and willing to participate in dialog.
- I engage in effective two-way communication, by listening carefully, asking questions, and determining an appropriate response which adds value to conversations.
- I act in a cooperative manner with groups and other individuals, working together in a spirit of tolerance and understanding.
- I work towards consensus building and value diverse opinions.
- I accomplish the goals and responsibilities of my individual position, while respecting my role as a member of a team.
- I consider the broader regional and state-wide implications of the District's decisions and issues.

7. As a representative of the District, I will be progressive.

i. In practice, this expectation looks like:

- I exhibit a proactive, innovative approach to setting goals and conducting the District's business.
- I display a style that maintains consistent standards; but is also sensitive to the need for compromise, "thinking outside the box" and improving existing paradigms when necessary.
- I promote intelligent and thoughtful innovation in order to forward the District's policy agenda and District services.

d. Enforcement:

1. Any Official found to be in violation of this Code may be subject to Censure by

the District Board. Any member of any Advisory Committee found in violation may be subject to dismissal from the Committee. In the case of an employee, appropriate action shall be taken by the General Manager or their designee.

## **REFERENCES**

1115.10 Board Policy, Duty to Report Unlawful or Improper Actions (1110)