

Framework of an Effective Policy

- 1. Purpose Statement – Defines intent and goals
- 2. Definitions – Clear, consistent terminology
- 3. Applicability – Who is covered
- 4. Training & Review – Ongoing education and updates
- 5. Standards of Conduct – Conflicts, representation, contracting, gifts
- 6. Ethics Review Commission – Independent oversight
- 7. Legal Counsel Role – Impartial advice
- 8. Complaint & Hearing Process – Fair, transparent, and timely
- 9. Sanctions – Scaled responses to violations

Common Pitfalls

- Vague or unenforceable rules
- No enforcement mechanism
- Inconsistent application
- Overreach conflicting with charter or law

Leadership Perspectives

City Manager: Builds confidence, consistency, and trust

Mayor: Promotes respect, transparency, and civil debate

Key Takeaways

- Clear expectations prevent conflict
- Ethics supports teamwork and transparency
- Consistent enforcement builds trust

Trust is our currency — protect it through ethical governance.

Proverbs 28:2

(NLT): When there is moral rot within a nation, its government topples easily. But wise and knowledgeable leaders bring stability.

(NIV): When a country is rebellious, it has many rulers, but a ruler with discernment and knowledge maintains order.